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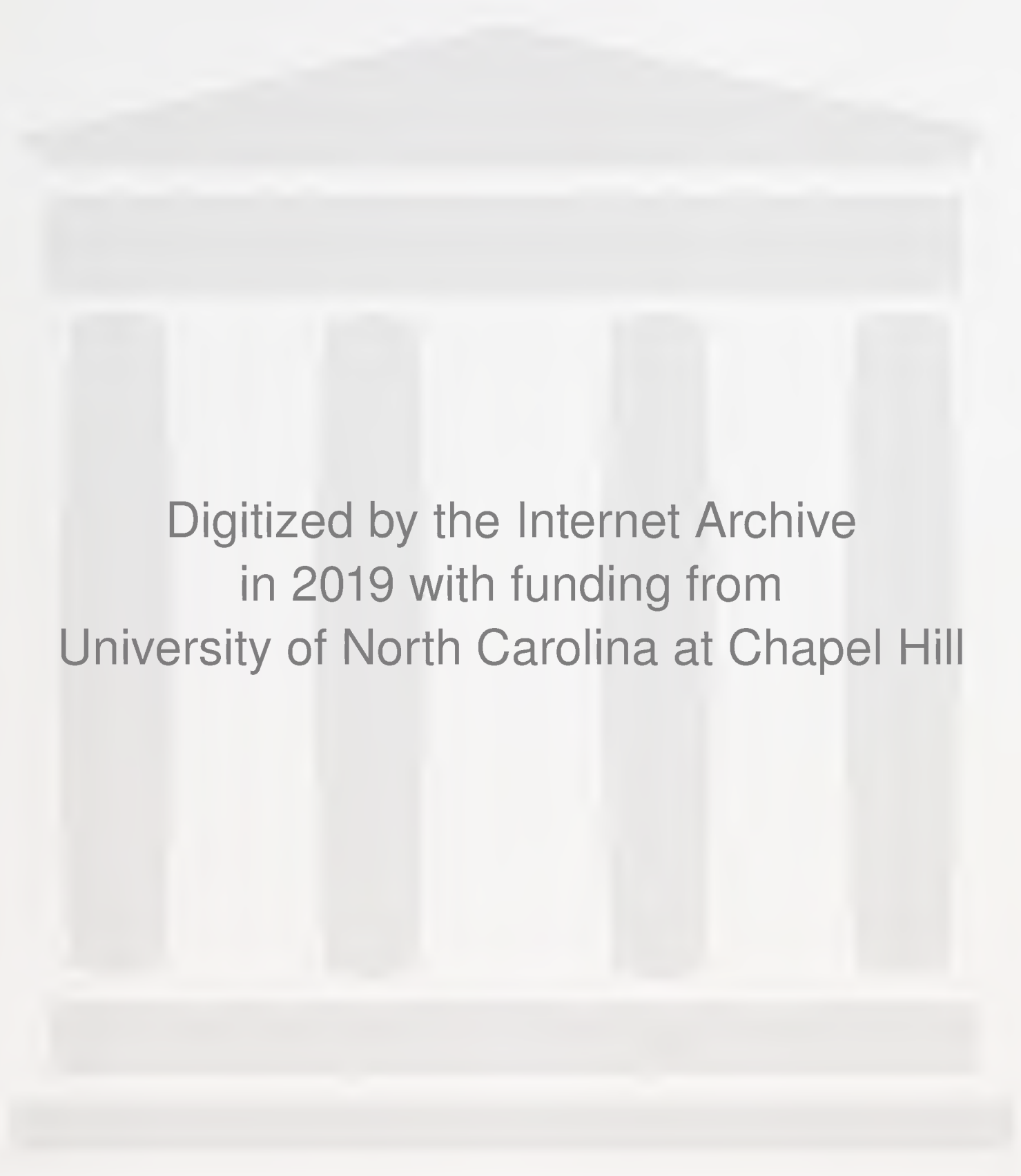
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Frank Crane, N. C. Commissioner of Labor, 1954-1972, Dies in Raleigh at Age 66

Frank Lathan Crane, 66, who served as North Carolina's Commissioner of Labor for 18 and one-half years before retiring at the end of 1972, died on December 25 at Rex Hospital in Raleigh.

Crane had suffered a severe heart attack in early December while working in the garden of his home at 3228 Six Forks Road in Raleigh.

A funeral service was held at 10:00 a.m. Thursday, December 27, in First Baptist Church in Raleigh, with the Rev. John Lewis and the Rev. Bill Finlator officiating. Six of Crane's longtime Labor Department associates served as pallbearers. Interment was at 2:30 p.m. in the Crane family plot at Marvin, in Union County.

Commissioner W. C. Creel, Crane's successor, who worked in the Labor Department with him for 32 years, praised Crane as "a dedicated man who devoted his life to his job."

"Mr. Crane had an intense interest in accident prevention and industrial relations and North Carolina was among the leaders in the nation in those areas," said Commissioner Creel. "In years to come, we will recognize the outstanding job he did."

In an interview just prior to his retirement in 1972, Crane had said: "It has been my pleasure to see North Carolina move from an agricultural to an industrial economy. I am glad to have been a part of this transition." He noted that North Carolina's nonfarm employ-

ment, earnings, and per capita income had increased during his tenure. Although wages and income were still low in comparison with other states, "We have been lifting ourselves by our bootstraps," he said.

Appointed Commissioner of Labor by the late Governor William B. Umstead on June 3, 1954, Crane succeeded the late Commissioner Forrest H. Shuford, who died in office on May 19, 1954. Five months later, Crane was elected by the people to serve out the remaining portion of Commissioner Shuford's unexpired term. He was reelected to four additional four-year terms in the General Elections of 1956, 1960, 1964, and 1968.

A native of Waxhaw community in Union County, N. C., Crane was born in 1907, grew up on a farm, and graduated from Prospect High School in 1927. He then worked his way through college, graduating with an A.B. degree in 1931 from the University of North Carolina at Chapel Hill. Later he did graduate work in personnel management and advanced safety practices during several summer school sessions at N. C. State University in Raleigh.

Crane's career in State government began in 1934, when he became Safety Director for the N. C. State Industrial Commission. In 1938-39 he served as Administrative Assistant in the State Employment Service, and in 1939-41 worked as Factory Inspector in the N. C. Department of Labor.

In 1941, Crane organized the Conciliation and Arbitration Serv-

In Memoriam



FRANK CRANE

1907-1973

COMMISSIONER OF LABOR

1954-1972

ice of the N. C. Department of Labor, and served as its Director for thirteen years prior to being appointed Commissioner of Labor.

Survivors include his wife, Mrs. Mary Browning Crane; three brothers, Webb of St. Paul, Minnesota, Edd of Marvin, N. C., and Ray of Matthews, N. C.; three sisters, Mrs. Woodrow Bynum of Rock Hill, S. C., Mrs. Dewey Godfrey of Charlotte, N. C., and Mrs. Johnny Leathers of Atlanta, Georgia; and a stepdaughter and stepson

From The Commissioner:



Creel

A brief review of accomplishments in the Department of Labor during 1973 shows that substantial progress has been made towards our goal of refashioning the Department into an efficient,

modern and responsive instrument of State government.

At year's end we had completed the first six months of organization, education, training, consultation, inspection and enforcement work under the Occupational Safety and Health Act of North Carolina — our State counterpart to the Federal OSHA Act which enables us to administer safety and health standards in North Carolina. A highly capable staff of 55 people has been recruited and trained to do this important work, many of whom are new personnel and others people of long experience in the Department. The OSHA Law, with its stringent standards for employee safety and health, is being accepted by business and industry and a high degree of compliance is being secured.

A higher State minimum wage, a new overtime pay requirement, modernized maximum hours legislation, and more practical child labor regulations have been in effect for several months and are being enforced by a considerably expanded State Labor Laws and Services Division.

Efforts are under way to secure much needed increased appropriations for facilities and additional staff for our specialized safety inspection service divisions for boilers, elevators, and mines and quarries. All of these long-neglected services must be built up to a point where their staff and facilities are commensurate with the important and tremendous job they have to do in North Carolina.

Our Private Employment Agency Regulation Division has been built up, and an Advisory Board appointed, toward the end of regulating effectively the more than 180 private employment agencies operating throughout the State.

Our Apprenticeship Training Division has been reorganized under new leadership and a new Apprenticeship Advisory Council has been appointed. Expanded cooperative work with the Department of Community Colleges has been initiated with the purpose of providing North Carolina's more than 10,000 registered apprentices in active training with better technical training in addition to their on-the-job training. Additional appropriations are being sought to expand and improve this important program.

Our Conciliation and Arbitration Division continues to mediate effectively in labor-management negotiations and disputes, helping to maintain North Carolina's long-established record of good industrial relations.

Our Division of Statistics has greatly expanded its publication of valuable monthly information on employment, earnings and hours in North Carolina's nonfarm industries and has doubled the number of people who receive this information.

Our Information and Publications Division has more than doubled the number of new releases circulated about important Departmental activities, quadrupled the number of news media served by these publications, improved the form and greatly expanded the content and circulation of the Depart-

ment's official bulletin, and replaced the former **Biennial Report** with the more concise and useful **Annual Plan of Work and Annual Report**.

Our Controller's Division has been expanded and thoroughly reorganized to provide up-to-date accounting procedures and budgetary services, as well as supervision of the Department's duplicating, mailing, and supplies functions.

In sum, I regard our efforts during 1973 as having produced several long overdue and positive changes in the Department of Labor, and am deeply grateful to the many capable people in the Department who have worked with me, with enthusiasm and often far beyond the call of duty, to make these changes possible. Further constructive changes are under way, and our success thus far gives me confidence that 1974 and the years ahead will be equally productive of changes which will enable us to serve better the great people for whose service we are here.

If any of the foregoing comments sound as if we are "bragging," I can only say that they are not intended as such. We have worked hard during 1973 and think that we have made a good start. We also realize that the things we have done are **just** a start and we intend to work as hard or harder during the coming years to achieve our objectives.



LET GEORGE DO IT — George Jones (left), OSHA-NC Education and Training Director, and his assistants George Maddrey and George Handy have literally stumped the State during the last four months bringing the "all about OSHA" word to thousands of private employers, public school people, and municipal government employees. All told, they have conducted or participated in 84 seminars, meetings, programs, and group training sessions since the OSHA-NC education and training program got under way last fall.



PRIVATE EMPLOYMENT AGENCIES ADVISORY BOARD — Commissioner W. C. Creel has named a seven-member Advisory Board to provide information, advice and assistance to the Department of Labor in its statutory job of regulating, supervising, and licensing the more than 180 private employment agencies currently operating in North Carolina. Board's members are "CEC's" — Certified Employment Counselors recognized as such by the National Employment Association. Board members, from left, are: Bodin Schexnader, of Raleigh, with NPS Personnel Service; George D. Shooter, of Fayetteville, with Nationwide Personnel Service; Mrs. Joy W. Watson, CEC, of High Point, with Snelling & Snelling; Thompson, of Gastonia, with Thompson Personnel Service; O. Jon McRae, CEC, of Charlotte, with Jon McRae & Sara Barnes, of Hickory, with MSA Preferred Personnel; and Owen R. Krueck, CEC, of Greensboro with Employment Personnel. Mrs. Watson will serve as Board Chairman and Krueck as Vice-Chairman. The members were selected to represent a cross-section of the private employment agency industry, including such factors as size, location, geographic location, and whether franchised or non-franchised.

NonFarm Employment Passes 2,000,000 Mark

Employment in nonfarm establishments in North Carolina for the month of December, 1973 and climbed to a total of 2,019,700. The total was reached 2 months ago in October 1951. Since then, nonfarm employment in the Tar Heel State has gained by more than 45,000 per cent. The State's population, industry and commerce continued a long phase of expansive growth. The December total of 2,019,700 persons employed included 778,500 in manufacturing — up 8,600 from the November figure, and 1,241,200 in non-manufacturing, up 47,200 from the November figure. Total non-farm employment in the State increased 55,800 in December, 1972 and December, 1973. Fourteen industries reported an increase in December, totaling 13,500, with retail trade leading the parade with a seasonal increase of 12,200. These gains were partially offset by seasonal employment decreases totaling 7,000 in eight other industry groups. Meanwhile, the earnings of the

Improperly Stored Gasoline — 'Liquid Dynamite'

Employers who try to cope with the energy crisis by storing extra supplies of gasoline or other flammable fuels in drums or tanks at their places of business will create an "OSHA crisis" for themselves unless they follow the mandatory Federal safety standards governing storage of these liquids.

Labor Department OSHA officials have become concerned in recent weeks about the very serious dangers to employees caused by careless or improper fuel storage. Improperly stored gasoline or other flammable fuels, left in or near workplaces, they point out, can result in hazards to life just as seri-

ous as those created by hauling around spare cans of gasoline in a car.

According to officials of the National Safety Council, improperly stored gasoline is "liquid dynamite." Fumes from a single gallon of gasoline can explode with the force of 14 sticks of dynamite. Five gallons of ignited gasoline can generate as much heat as 250 pounds of exploding dynamite.

The Occupational Safety and Health Act standards for business and industry spell out in complete detail the necessary methods and practices needed for safe storage of flammable or combustible liquids. These standards are being strictly enforced by the Department of Labor. Failure to follow them is a serious violation which, when found by an OSHA Safety Officer, will result in mandatory financial penalties.

Full information on the OSHA safety standards for storing gasoline and other flammable or combustible liquids may be obtained from the OSHA Division, N. C. Department of Labor, P. O. Box 27407, Raleigh, N. C. Telephone (919) 829-4880.

778,500 factory production workers in North Carolina advanced two cents to a December, 1973 average of \$3.13 per hour. The workweek was up fractionally to an average of 40.8 hours. Weekly earnings in manufacturing increased by \$1.43 to a year-end average of \$127.70.

December's largest employment gains, in addition to those in retail trade, included 500 in textiles, 400 in wholesale trade, and 300 each in furniture, paper, finance, and Federal government.

Hazards of Being A State Inspector



Shaw

Charles "Mac" Shaw, Director of the Department's Elevator Inspection Division, found out the hard way on Dec. 27 something that he and his fellow inspectors really had known all along: that being a State Inspector is no bed of roses, especially at Christmas time.

One of Shaw's duties, under the Aerial Passenger Tramway Code which his Division enforces, is to inspect ski lifts, their loading and unloading areas, ski slopes and their regular night lighting and emergency lighting systems.

Shaw was coming down Sugar Mountain (on skis, to be sure) at about 2:00 p.m. Dec. 27, when suddenly another skier came in at high speed from his right, hitting him, knocking him into the air, and fracturing his right leg below the knee. The other skier, unhurt himself, summoned the ski patrol, who came and carried Shaw to the first aid station, from where he was carried to the Watauga County Hospital.

Shaw has been immobilized in a cast up to his hip for about five weeks now and is reported to be very impatient to get back to work. You can't keep a good man down.

ELLIOT & COMPANY APPRENTICE PROGRAM

(Cont'd from page 5)

Elliot & Co. employs graduates from high schools with no experience and graduates in drafting from technical institutes. The apprenticeship program, which is approved by the N. C. Department of Labor, is conducted by the company through on-the-job training, classes in the plant, and at the technical institutes and job conferences.

Classes have been required in lumber cutting, bench work, machine maintenance and safety, fire protection, welding and drafting.

Elliot & Co., through its appren-

Industrial Extension Service Offers Safety Seminars in Charlotte

The Industrial Extension Service of N. C. State University announces two one-day seminars to be held in Charlotte February 26-27 to assist persons engaged in bringing industrial equipment and facilities into compliance with the OSHA Machine Guarding and National Electrical Code Standards.

The seminars will be held at Holiday Inn No. 3 on North Tryon Street in Charlotte. The program on Machine Guarding will begin with registration at 8:15 a.m. Tuesday, Feb. 26. The National Electrical Code program will begin at the same time on Wednesday, Feb. 27. Each seminar will last until 4:15 p.m. Presiding will be present and past Presidents of the Tar Heel Chapter, American Society of Safety Engineers, co-sponsor of the seminars with the NCSU Industrial Extension Service.

Each seminar will feature practical presentations by outstanding safety authorities, extensive use of color slides, and useful handout materials. N. C. Department of Labor OSHA Consultants will be available for personal consultation with seminar participants during all break periods, during lunch, and after each day's regular sessions.

Registration fees are \$30.00 per person for each seminar, or \$50.00 per person for both programs. Fees include luncheon, refreshment

breaks, instruction, and materials of continuing reference value. Lodging is not included in the fee.

THE GRADUATES

Batts, leading man in the up-fitting department, graduated from Coopers High School in 1968 and received certificates in cabinet drafting and welding from Nash Technical Institute in 1972. He has been in training at the Elliot & Co., Inc. since 1969 and has perfected all phases of his cabinet-making training. Randy and his wife, Carolyn, reside in Rocky Mount.

Brinkley, leading man in the

The Press Comments:

FRANK CRANE

To most North Carolinians, Frank Crane was a familiar name—one they saw every time they entered an elevator and spotted the inspection sticker with his signature.

But to business and industry, he was much more than that during the 18 years he served as state Commissioner of Labor. In his full dedication to his job, he concentrated on industrial relations and accident prevention, bringing North Carolina to the forefront of states in these two areas.

Crane was a part of the movement that saw North Carolina move from an agricultural state dependent almost solely on cotton and tobacco to an economy predominantly industrial.

Although North Carolina still lags too far behind other states in wages and income, a fact noted himself by Crane at his retirement last December, the income of Tar Heel workers were significantly increased during his 18 years in the post.

Frank Crane died Tuesday night. He left the people of North Carolina the results of his often considerably more than his official name.

—The Raleigh Times
Dec. 27, 1973

breaks, instruction, and materials of continuing reference value. Lodging is not included in the fee.

wood machining department, graduated from Spaulding High School in 1962 and received a certificate in cabinet drafting and one in welding from Nash Technical Institute in 1971. Michael and his wife, Barbara, have a son, Michael Lamont, 17 months old, and they live in Spring Hope.

Proctor, leading man in the plant drafting department, graduated from Nash High School in 1960 and received certificates in drafting and welding from Nash Technical Institute in 1972. Ronnie and his wife, Paula, live in Rocky Mount.

—Rocky Mount Telegram
December 23, 1973



APPRENTICESHIP ADVISORY COUNCIL — State Apprenticeship Director Jim Irvin (extreme right) poses with members of the newly appointed State Apprenticeship Advisory Council.

From left, the new Council members are: S. E. (Gene) Ruff, employee representative from Charlotte, of the International Brotherhood of Electrical Workers; William Don Fox, employee representative from Asheville, of Sheet Metal Workers Union Local 66; Charles Law of Raleigh, Council member (ex officio), Director of Occupational Education for the State Department of Public Instruction; L. Wilbur Decker, employer representative from Winston-Salem, of Edman Electric Company; Charles B. Jones, employer representative from Raleigh, of Westinghouse Electric Corporation's Meter Division; and Charles Shaw, Jr., employer representative from Greensboro, of Thompson-Arthur Paving Company, Inc.

Not shown in the photo are Council members Willie Hayes, employee representative from Wilmington, of Carpenters Union Local 1165; and member (ex officio) Thomas E. Williams of Raleigh, Assistant Director of Vocational Programs for the State Department of Community Colleges.

The N. C. Apprenticeship Law provides for staggered terms of office for members of the Apprenticeship Advisory Council, in order to give continuity of Council membership and experience by preventing all members' terms from expiring at the same time. Appointed by Commissioner W. C. Creel for three-year terms were Council members Hayes and Jones; for two-year terms, Fox and Shaw; and for one-year terms, Decker and Ruff.

Elliot & Company Apprentice Program Keeps Wood Craftsmanship Alive

Elliot & Co., Inc., builder of high quality architectural furniture and wood interiors for commercial businesses, has contributed to the beauty of a growing number of businesses and public buildings, and much responsibility for that is the

cabinetmaking apprenticeship program carried on by the local firm.

Randy Batts, Michael Brinkley and Ronnie Proctor received certificates in Cabinetmaking recently after four years of demanding apprenticeship training with Elliot

& Co., Inc. The company awarded \$2,000 bonuses to each man in recognizing the completion of their training. These awards represent about half of the certificates given to woodworking apprentices in North Carolina in 1973. The company, located in Rocky Mount behind downtown Holiday Inn, now has 12 apprentices in various stages of training and these represent one-fourth of all the registered cabinetmaking apprentices in North Carolina.

Some examples of work completed by these cabinetmakers are the furnishings in Richmond City Hall, SCOPE convention center in Norfolk, and the First Union National Bank (main office) here in Rocky Mount.

Projects now underway or to be started soon include three Virginia National Banks, nine jobs with United Virginia Bank, the Chesapeake General Hospital in the Norfolk area, Home Federal Savings and Loan in Hampton, Va., the North Carolina Credit Union in Raleigh, and Old Dominion Hall at the College of William & Mary.

(Continued on page 4)

Safety & Health Summary Must Be Displayed In Plants During Entire Month of February

North Carolina employers are reminded that they must complete their 1973 annual summary of job deaths, injuries, and illnesses in their establishments by January 31.

The Occupational Safety and Health Act requires employers having eight or more employees to complete OSHA Form 102 — "Annual Summary of Occupational Injuries and Illnesses" — by the end of each January.

The form must be posted in workplaces no later than February 1, and left posted until March 1. It should be placed where other plant notices to employees customarily are posted to insure that all employees see it.

Failure to post the form may result in the issuance of an OSHA citation. State OSHA Safety Officers of the N. C. Department of Labor will check for posting of the summary during their compliance inspection visits starting February 1.

The Occupational Safety and Health Act provides penalties against persons who knowingly falsify the summary.

Employers having fewer than eight employees are not required to post the summary, under current OSHA regulations.

Employers who need OSHA Form 102, or help in completing it, should contact the OSHA Division, North Carolina Department of Labor, P. O. Box 27407, Raleigh, N. C. 27611, Telephone (919) 829-4940.



DAZZLING WHITE — For a brief day, at least, the Tar Heel woodlands hung with snow were a delight to the senses in mid-December. This scene was photographed in your Editor's back yard in Raleigh.

N. C. DEPARTMENT OF LABOR

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Living Costs Skyrocket 8.8% During Year 1973

The cost of living, as measured by the Consumer Price Index compiled each month by the Bureau of Labor Statistics, U. S. Department of Labor, increased 8.8 percent during the year 1973.

As shown below, the Consumer Price Index moved up from 127.3 in December, 1972 to 138.5 in December, 1973 — an increase of 11.2 index points representing an overall increase of 8.8 percent in living costs.

The 1973 increase was more than the combined increase of the preceding two years. In 1972 the cost of living advanced 3.3 percent. This was followed by a 3 percent rise during 1972.

Leading the inflationary parade in 1973 were food, up 10.1 percent; gasoline, up 19.7 percent; and home heating oil, up 46.8 percent.

CONSUMER PRICE INDEX				
—U. S. City Average—				
(1967 Base = 100)				
	1970	1971	1972	1973
Dec. ...	119.1	125.5	127.3	138.5

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Weldon B. Denny Is Appointed Assistant Commissioner Of Labor



Commissioner W. C. Creel has announced the appointment of Weldon B. Denny to the newly created post of Assistant Commissioner of Labor.

Denny, 48, has worked for the past year as Assistant Director of the North Carolina Department of Labor's Occupational Safety and Health Division. As Assistant OSHA Director, he served as executive officer in charge of OSHA operations and personnel, and was in charge of quality, quantity, and costs of OSHA educational, consultative, and enforcement activities.

Denny assumed the duties of Assistant Commissioner of Labor on March 1, 1974. In the new post, he will serve as the Department of Labor's personnel director and will coordinate budgetary affairs between the Department's ten operational divisions and the Controller's office. He will work directly with Commissioner Creel and Deputy Commissioner Bob Dunnam.

Denny was Deputy Secretary of the North Carolina Department of Commerce prior to coming to work with the Labor Department in February, 1973. He is also a former chairman of the North Carolina Rural Electrification Authority.

A native of Pilot Mountain, Denny grew up as one of eleven children in a farm family, graduating from Pilot Mountain High School in 1942.

Denny's working career began with the Agricultural Stabilization and Conservation Service, U. S. Department of Agriculture, to which he rose rapidly from Surry County ASCS Office Manager, to Assistant State Director, and then to Assistant to the National Administrator in 1965.

In 1969 he joined former Governor Bob Scott's staff and worked

as liaison between the Governor's Office, the Department of Administration, and other State offices and Departments.

Denny was married in 1944 to a Surry County girl, Sue Lane of Pinnacle. They have one child, a son Rick who is in the 82nd Airborne Division stationed at Fort Lewis, Washington. The Dennys reside at 1522 Delmont Drive in Raleigh.



PPG INDUSTRIES SETS WORLD RECORD

Governor James E. Holshouser, Jr. and Commissioner W. C. Creel on March 12 honored the management and employees of PPG Industries, Inc., Lexington Fiber Glass manufacturing firm, for having set a world safety record for the fiber glass industry. Shown receiving a special plaque from the Governor is PPG plant manager James D. Doughty. Others in photo, from left, are Commissioner Creel, PPG safety director C. Ray Jeffords, and employee relations manager Lee O. Waters. In presenting the award, Governor Holshouser, noted that the PPG Industries plant operated for 4,800,000 manhours without a disabling injury between March 3, 1971 and October 9, 1973—the longest accident-free period ever worked by a fiber glass manufacturing plant. The Lexington plant, Fiber Glass Division of PPG Industries, Inc., employs approximately 1,200 people.

From The Commissioner:



Creel

If you were one of the "lucky" management officials to be included in the Federal OSHA survey of injuries and illnesses in North Carolina business and industry for 1973, you recently received a copy of OSHA Form 103 from me.

Federal law and OSHA regulations require that this information be collected in North Carolina each year. The only question is whether this should be done by the Federal Government or by the State Department of Labor. We thought it would be better for you and better for us to have this phase of the OSHA program administered by the State along with our State administration of OSHA standards and enforcement.

Preparation of the form is not as difficult as it might seem. The main information required concerning the number of injuries and illnesses may be taken from your yearly summary, OSHA Form 102. The "hours worked" item involves a simple calculation of the total exposure time of all your employees. This total will work out about 2,000 manhours per employee, assuming that your employees are on a 40-hour week and work 50 weeks per year.

If you have any question about OSHA Form 103, please do not hesitate to write to OSHA-BLS, North Carolina Department of Labor, P. O. Box 27407, Raleigh, N. C. 27611, or telephone (919) 829-4940.

Extension of coverage of the Occupational Safety and Health Act of North Carolina to areas other than business and industry is progressing nicely.

Effective April 1, 1974, we will administer the Safety and Health Standards for Agriculture. Starting on August 1, 1974, our OSHA safety program will be extended to include State and municipal employees.

Labor Building To Get \$200,000 Renovation Job

Hammering of nails and the whine of circular saws are being heard, and the odors of freshly applied paint are assailing the senses of the 84 people who work for the Department of Labor in the old Labor Building in Raleigh.

Ceilings are being lowered, new lighting installed, and large old offices are being subdivided to provide office space for the many new employees and expanded operating divisions of the Labor Department. Floors of the entire building are being carpeted, and all offices are being newly painted.

A large and well-appointed conference room is being created out of the huge old first floor office back of the Commissioner's office. The Commissioner's office itself is being handsomely panelled.

These changes are all part of a \$200,000 renovation of the inside of the Labor Building designed to make the historic structure more pleasant, comfortable, efficient,

and to make a better impression upon visitors and others who have business with the Department.

When the North Carolina Department of Insurance completes its move to new quarters in the Wake County Courthouse this year, the Labor Department will occupy practically all of the Labor Building. The entire third floor, now occupied by the Insurance Department, will house the Labor Department's large Occupational Safety and Health Division. Other divisions are being reassigned to new quarters in accordance with a comprehensive plan.

Situated on the northeast corner of Edenton and Salisbury Streets in Raleigh, the Labor Building was completed in 1888 and was used originally to house the N. C. Supreme Court and the State Library. It was designed by Captain W. J. Hicks, Superintendent of the State Penitentiary, and was built with prison labor.



Labor Building — Raleigh, N. C.

Surveys have been conducted and meetings have been held in all three of these areas. We believe that in each instance we can meet the Federal requirement of providing the same safety and health protection for those employees as is offered the employees of business and industry.

Rate of Illnesses and Injuries

(Continued from Page 5)
the 1972 survey have been processed from October 1972 through February 1974 under the supervision of Miss Yelvington and seven staff members. A more detailed report on the results of the 1972 survey should be released in September.

Avery Discusses Work Of State Labor Laws And Services Division



Max Avery, director of the Division of State Inspections and Services, recently outlined the important functions and duties his division performs for the Department of Labor.

"The division which has a staff of six stenographers and 14 inspectors throughout the state is responsible for the administration of the North Carolina Minimum Wage, Maximum Hour and Child Labor Laws. It acts as a general health and safety consultant for small industry and also administers the Department of Labor Safety Award Program," he explained.

Each of the three laws enforced by the division was amended by the 1973 General Assembly.

The state minimum wage was increased to \$1.80 per hour, a 20¢ increase over the federal minimum wage, effective September 2, 1973.

"Not to say, the staff has been very busy handling complaint making inspections and furnishing information to employers and employees since this change became effective," Avery commented.

During the eight month period of January 1973 through August 1973, a total of \$8,847.04 in back wages was found due from 35 inspections, of which 18 were complaint inspections. In comparison to the same figures, during the remaining four months of 1973 (September through December), back wages found due were \$21,655.76 from 101 inspections, 59 of these were complaint inspections. These figures reflect the impact resulting from the raise in the minimum wage.

Several sections of the Maximum Hour Law were repealed or deleted to eliminate sex discrimination and to remove requirements no longer relevant to current conditions in business and industry.

Another important addition to the Maximum Hour Law is the section on Overtime Pay. This bill requires that covered employees be

paid time and a half for hours worked in excess of 50 hours in any one work week.

Avery continued to explain, "The maximum hours provided in the law are 10 per day, 56 per week and not more than 12 out of 14 consecutive days."

Two major changes were made in the application of Child Labor Law.

One change which became effective October 1, 1973 created a new method of issuing employment certificates. The certificate is now issued to the minor (under 18 years of age) and he or she may use the same certificate throughout his or her employment regardless of the number of jobs held.

Inspectors from the division contacted each of the 100 county directors of social services to discuss the change.

"Employers and employees alike have indicated they like the new procedure," Avery remarked.

"No real problem has been revealed regarding the effect of the change. However, it is readily apparent that minors are more apt to be engaged in prohibited occupations since an employment certificate is not issued for each job."

The second change permits minors between 16 and 18 years of age to work in establishments selling alcoholic beverages but not to serve or dispense such beverages. This law has been in effect since May 1973.

With regard to safety and health consultant work, Avery clarified his division's role in that area.

He explained that during the early administration of the new Occupational Safety and Health Act (OSHA) it became apparent that small employers of the state would need more help in the safety and health area than OSHA could provide. The decision was made by Commissioner Creel to allow the Division of State Inspections and Services to continue its efforts in working with small employers on general safety and health matters, especially the development of safety programs and safety committee activities.

"Recognizing this great need, we hope to expand our efforts in or-

der to be able to answer all requests for assistance from employers and employees in small industries.

"This program has been received with great anticipation by employers and we feel it is vital to support the work being done by the OSHA division," he said.

The Annual North Carolina Safety Award Program is another important duty of the division. Recognition is given to employers and employees for their achievements in safety.

At the present time inspectors of the division are calling on employers and assisting them in applying for the 1973 awards. These awards will be presented personally by the Commissioner at 12 public presentations scheduled between April 10 and May 30.

"A total of 1315 awards were presented for the year 1972 and we expect more than 1400 awards to be presented for 1973," Avery concluded.

Third "All-Employees" Meeting Slated In June

Following two successful and well-attended events, the Labor Department has slated the third "all employees" meeting, banquet and dance for June 6-7.

On Thursday, June 6, all employees will attend the official meeting in the auditorium of the Archives and History Building from 2:00 to 4:00 p.m.

Starting at 7:00 p.m. there will be a social hour by the poolside for employees and their guests at the Ramada Inn near Apex. The banquet will begin at 8:00 p.m. with the presentation of service awards highlighting the dinner hour. Dancing will begin after the dinner.

On Friday, June 7, employees of the department will attend division meetings with their respective directors. Meeting places will be determined by each division director.

According to Jim Brandon, who is the Chairman of the Arrangements Committee, specific details concerning this event will be furnished to employees at the end of April.



OSHA INSPECTION STAFF MEMBERS—These four Labor Department people, snapped at a recent meeting, are all key employees in the inspection program of the Occupational Safety and Health Act of North Carolina. From left: Andy Wyatt of Lumber Bridge, newly-appointed Assistant Director of the State OSHA Division; Charlie J. Shackelford of Raleigh, Director of the OSHA Standards and Inspections Division; Bill Lancaster of Graham, District OSHA Inspection Supervisor; and Henry Hicks of Charlotte, also an OSHA District Inspection Supervisor; An Inspection Supervisor for Wyatt's former district is expected to be appointed in the near future.

1,400 Tar Heel Firms To Be Honored For 1973 Safety Achievements In Dozen Presentations

More than 1,400 Tar Heel industrial and service business establishments will be honored by the N. C. Department of Labor this spring for having made outstanding safety accomplishments during the year 1973.

Commissioner Billy Creel will present the Department's colorful "Certificate of Safety Achievement" to officials of the award-winning plants at special luncheons and dinners which have been scheduled during April and May in a dozen Carolina cities.

A new color-slide educational presentation, "A Practical Program of Voluntary Compliance for Accident Prevention," will be featured at each of these events.

The local presentation events are sponsored jointly by the Labor Department and city-county chambers of commerce or other industrial promotion groups.

The safety award presentations have been scheduled as follows:

Greensboro, Albert Pick Motel, 12:00 noon April 10; Lexington, Fireside Fish Camp, Highway 150, 6:30 p.m. April 10; Winston-Salem, Brown Bottle Hospitality Room, Joseph Schlitz Brewing Company, 6:30 p.m. April 16; Gastonia, Dixie Village 7:00 p.m. April 17; Charlotte, YMCA, 6:00 p.m. April 18; Asheville, Asheville High School,

7:00 p.m. April 19; Morganton, Community House, 6:30 p.m. April 24; Kannapolis, YMCA Gym, 6:00 p.m. April 25; Burlington, Holiday Inn Restaurant, 12:00 noon May 3; Shelby Elks Club, 7:00 p.m. May 8; Hickory, American Legion Building, 7:00 p.m. May 9; New Bern, Ramada Inn, 6:30 p.m. May 30.

1974 Wilmington Safety School Set For Aug. 8-9

"A Practical Program for Voluntary OSHA Compliance" is the general theme of the Regional School on Accident Prevention to be held in Wilmington on August 8-9.

Directed mainly at industrial management and supervisory people who are responsible for safety in their plants, the two-day school will feature many presentations by recognized industrial safety professionals and State OSHA officials.

The regional school will be held at the Wilmington Hilton Motel at 301 N. Water Street.

Officers of the 1974 Regional School on Accident Prevention were chosen at a preliminary meeting in Wilmington on February 14. They are: C. F. Shipp, Jr., School Director, specialist in industrial safety and plant protection for General Electric Company at Wilmington;

and O. B. Stevens, Assistant School Director, safety director of Federal Paper Board Company at Riegelwood.

J. E. S. Sponsors Two Safety & Health Law Seminars In Durham

The North Carolina American Society of Safety Engineers and the Industrial Service of N. C. are sponsoring two seminars to be held in Durham as part of their response to improve North Carolina safety through education programs.

The seminars are a program of continuing education and one on Voluntary Compliance thrust of the Department of Labor to identify and promote compliance and acceptable approaches to OSHA. The seminars will be held and introduced by as follows: in-depth guidelines dealing with OSHA. Each seminar will be on a practical level, using slides, visual aids and videotape materials.

N. C. Department of Labor OSHA Consultants will be available for personal consultation for seminar participants during the seminars, at lunch and after the regular session.

Registration and attendance will be conducted at the Holiday Hotel-Motel, Chapel Hill and Main Streets. The program of Occupational Health will begin with registration at 7:45 a.m. Tuesday, April 23 and end at 12:00 noon. The Welding Safety program will begin at the same time Wednesday, April 24 and end at 12:00 noon.

Registration fees will include luncheon, refreshments, instruction and a complete package of reference material will be \$40.00 per person for Occupational Health, \$20.00 per person for Welding Safety or \$50.00 per person for both seminars. Lodging is not included in the fee.

Interested in attending? Write or call N. C. State University, Division of Continuing Education, P. O. Box 5125, Raleigh, N. C. 27607. Attention: Eugene Starnes, (919) 737-2261.

N. C. Incidence Rate Of Injuries & Illnesses Was 10.3 In Year 1972

Preliminary estimates of the first annual survey of occupational injuries and illnesses under the William-Steiger Occupational Safety and Health Act of 1970 were announced by Ann Yelvington, Director of the Department of Labor's Division of Statistics, in connection with the U. S. Bureau of Labor Statistics.

The estimates indicate that on the average, one out of every ten workers in the private nonfarm sector of N. C. industry experienced a job-related illness or injury during 1972. This sector includes the and railroad workers. The estimates are based on calendar year 1972 employers' recordkeeping experience under the law.

The preliminary estimates for a year's survey showed that the overall incidence rate, which is the number of injuries and illnesses per 100 full-time workers, for a total of 1,625,700 workers is 10.3. Rates for the industry divisions ranged from 2.0 in Finance, Insurance and Real Estate employing about 79,000 workers to 18.3 in Contract Construction employing 5,000 workers. Rates for Contract Construction and Manufacturing exceeded the rate for all industries surveyed.

The incidence rates for recordable occupational injuries and illnesses by industry divisions are as follows: Contract Construction 8.3, Manufacturing 12.1 with durable goods at 15.7 and nondurable goods at 10.5, Transportation and Public Utilities 8.6, Wholesale and Retail Trade 7.7, Services 5.1 and Finance, Insurance and Real Estate 2.0.

The survey is based on questionnaires mailed to a sample of approximately 15,500 employers in North Carolina. Reported occupational injury and illness data are based on records employers must maintain under the law.

This survey is a joint federal and state program in which reports are received and processed by the N. C. Department of Labor participating with the U. S. Bureau of Labor Statistics. Statistics for

(Continued on Page 2)



CONSULTANTS PROMOTE OSHA COMPLIANCE—These three State OSHA Consultants tell employers what they need to do to bring their operations into compliance with the Occupational Safety and Health Act. From left, they are: Wendell W. McDevitt of Weaverville, long known as a Labor Department safety man throughout western North Carolina; Stanton L. Blaylock of Rocky Mount, also a Labor Department veteran in the field of safety; and Henry M. Tillett of Elizabeth City, another safety man of long experience in eastern North Carolina.

Elizabeth Ann Yelvington Is Appointed To Head Labor Department's Division Of Statistics



Yelvington

Elizabeth Ann Yelvington is the new Director of the Department of Labor's Division of Statistics. She assumed her new position on March 1.

A 17-year career employee in the Labor Department, Miss Yelvington succeeds William Strickland in the post he has held since 1956. Strickland will retire on July 31.

A Johnston County native, Miss Yelvington graduated from Flora Macdonald College in 1950 with an A.B. degree in mathematics, following which she taught school in Vance County for one year. She then worked in N. C. State University's Agricultural Experimental Statistics Division for five years, and in the N. C. Employment Security Commission's Statistics Division for a short while.

Miss Yelvington has worked in the Labor Department's Division of Statistics since January 1957. In August 1971 she was promoted to the job of Supervisor of OSHA Recordkeeping on injuries and illnesses.

Miss Yelvington is a member of Pilot Club International and is vice-president of the North Carolina Shell Club.

Safety Advisory Board Holds Spring Meeting

The 57th semi-annual meeting of the Labor Department's Safety Advisory Board was held in Raleigh on April 4-5.

Two new Board members were presented: W. H. Rowland of Gastonia, assistant industrial relations manager, Wix Corporation; and James T. Thrift, Jr., of Winston-Salem, safety director for R. J. Reynolds Tobacco Company. The new members bring the Board's membership to a full complement of 22.

Senator Sam D. Bundy, of Farmville, was guest speaker at the safety group's April 5 breakfast meeting.

A highlight of the meeting was the previewing of a new color-slide and narrative presentation, "A Practical Program of Voluntary Compliance for Accident Prevention."

Andy Wyatt Is Appointed Assistant Health Director Of Occupational Safety and Health Division



Wyatt

Andy Wyatt has been appointed to succeed Weldon Denny as Assistant Director of the OSHA Division of the Department of Labor.

Wyatt, 50, has been with the Labor Department for the past four years. He has been a safety inspector, an OSHA compliance officer and an OSHA supervisor prior to his promotion.

A retired Army career man, Wyatt had 12 years of safety experience with the U. S. Army. His duties included being a safety officer for divisional headquarters of the 82nd Airborne Division. He was responsible for the safety and health of troops up to and including battalion size, during peacetime as well as war.

After 17 years of service, Andy culminated his Army career as a member of the JFK Center for

Special Wartime Safety. He had direct responsibility to implement all safety plans and programs administered by the Center.

Andy, a native of Forsyth County, graduated from Command and Staff College in Leavenworth, Kansas. He worked as a foreman for the R. J. Reynolds Tobacco Company for three years prior to joining the Army as a career officer.

48% Are Using Carpools

The Department of Labor is co-operating with the administration's energy conservation program in a most outstanding way.

Of the people working in the Raleigh office, 48% are participating in carpools. That is 40 out of 84 employees.

A total of 133 people are involved in the carpools, including employees of other government agencies. Approximately three people are riding in each car daily.

That's three people per gallon of gas!

Durham Youth Is "Commissioner For A Day"



Greg Smith, (left, above, with Commissioner Creel), of 1006 Dacian Avenue, Durham, was "Commissioner of Labor for a Day" on March 1.

The Durham youth, who is President of his Senior Class in high school, received a full briefing from Commissioner Creel on the duties and responsibilities of the office of North Carolina Commissioner of Labor.

Smith's visit to the Department of Labor was a feature of the annual "Youth Involvement Day" program, sponsored by the Youth Councils of North Carolina in co-operation with the State Youth Advisory Board and the N. C. Department of Administration. Purpose of the program is to better acquaint young people with State government functions, and State officials with youth and their sentiments.

Living Costs Rise 10% During Last 12 Months

The cost of living in the U. S. skyrocketed 10 per cent from February, 1973 to February, 1974.

Leading the inflationary parade for this time period are food, up 20.2%; commodities, up 11.9%; housing, up 8.6% with fuel oil and coal up 58.8% and electricity and home gas up 10.3%; services up 7%; transportation, up 7% with gasoline and motor oil up 30.9%; medical care up 6%; and apparel and upkeep, up 5.5%.

Cost of living is measured by the Consumer Price Index compiled each month by the Bureau of Labor Statistics, U. S. Department of Labor.

CONSUMER PRICE INDEX

—U. S. City Average—

(1967 Base)

	1971	1972	1973	1974
Feb.	119.4	125.6	136.6	141.5

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Commissioner of Labor

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Wage-Hour Law Changes:

FEDERAL MINIMUM WAGE & OVERTIME RULES SUPERCEDE STATE LAW REQUIREMENTS

New Federal minimum wage rates on May 1, 1974 superceded the \$1.80 per hour North Carolina minimum wage in all places of business covered by the Fair Labor Standards Act (Federal Wage-Hour Law).

This was pointed out by Max Avery, Director of the State Inspections and Services Division of the N. C. Department of Labor.

"Businesses not covered by the Fair Labor Standards Act continue to be governed by the minimum wage, overtime, and maximum hours requirements of the North Carolina Labor Laws, unless specifically exempt from the State laws," said Avery.

Dual Coverage

"Retail and service establishments not covered by the Fair Labor Standards Act because they are doing less than \$250,000 annual volume of business may elect to comply with that Act in order that their employees will not be subject to the State maximum hours limitations and overtime requirement," Avery continued. "The State maximum hours limitations are 10 hours per day, 56 hours per week, and 12 days in any period of 14 consecutive days; and the State overtime requirement specifies payment of time and a half for hours worked after 50 hours per week," Avery explained.

"This choice is available to North Carolina's smaller retail and service businesses because of a provision in the N. C. Maximum Hour Law which exempts adult employees 'whose employment is covered by or in compliance with the Fair Labor Standards Act,'" he stated.

"For employers in this group who opt for compliance with the

Federal law, the new Federal minimum wage is \$1.90 per hour, with time and a half for overtime required after 40 hours per week," Avery said.

Motels, Hotels and Restaurants

"Food service workers and other employees in motels, hotels and restaurants likewise must be paid the new \$1.90 Federal minimum and time and a half after 48 hours per week, if the establishment in which they work does \$250,000 annual business," he continued. "In such cases, the establishment is automatically exempt from the State maximum hour and overtime requirements. If the establishment does less than \$250,000 business, the same option is open to the em-

ployer as described above. The employer may choose between compliance with the State law or the Federal law."

Domestic Workers

"Domestic service workers employed in private homes have always been exempt from the North Carolina minimum wage, maximum hours and overtime laws," Avery stated. "However, they are now covered by the Federal law and must be paid the \$1.90 minimum wage and time and a half after 48 hours per week if they work as much as eight hours per week (regardless of the number of employers) or if they are paid as much as \$50 in cash wages in a calendar quarter."



SEALTEST FOODS PLANT IS SAFETY AWARD WINNER—Some 400 employees and officials of the Sealtest Foods plant in Charlotte, a division of Kraftco Corporation, attended the presentation on April 2 of the company President's Safety Award in recognition of the plant's safety performance during the year 1973. The Charlotte plant operated for more than 1,000,000 manhours last year and experienced three disabling injuries. Shown at the awards ceremony, from left, are: Labor Commissioner W. C. Creel; John Livingston and Roy Havens, plant safety committee members; Arthur W. Woelfle, President of Kraftco Corporation; Robert Carriker, plant safety committee Chairman; and Bruce Wingate, Charlotte District General Manager for the company.

From The Commissioner:



Creel

Subscribers will note that this bulletin now carries on its masthead the phrase: "An Equal Opportunity Employer."

Two years ago, there were no women serving as Division heads in the N. C. Department of Labor, and the Department employed just one Black as Mail Clerk.

It has been both my privilege and pleasure as Commissioner of Labor to recognize ability and merit where I see that it exists, without regard to the color or sex of the employee. For the last 16 months, we have been actively on the lookout for qualified new employees and have welcomed the opportunity of utilizing the services of qualified female employees in executive positions and of members of racial minorities in executive and other jobs for which they are qualified.

At the present time, experienced and well qualified women are serving as Directors of our Division of Statistics and our Private Employment Agencies Regulation Division. Another is serving as Assistant Director of our Apprenticeship Training Division.

At present we have twelve Blacks working in the Department. One, a former school administrator, heads our State OSHA Education and Training Division, and another serves as one of his Assistants. A third works as a State Inspector in our State Inspections and Services Division. Two others serve as Apprenticeship Field Representatives in our Apprenticeship Division. All five of these are positions of professional caliber. Other Blacks work in clerical jobs in our Apprenticeship Division, as budgetary assistants in the Controller's Office, and in our duplicating and mail room operations.

We are proud of the progress we have made thus far as "An Equal

New Housing Plummet in Tarheelia in 1973

Construction of new housing in North Carolina's 36 largest cities dropped almost a third between 1971 and 1973, according to figures compiled by the Division of Statistics of the N. C. Department of Labor.

The division reported that the number of new residences authorized by the 36 cities dropped from 26,122 in 1971, to 24,583 in 1972, and to 17,642 in 1973.

The decline from 1971 to 1973 amounted to 32.5 per cent, and occurred almost equally in both private home and apartment construction.

In releasing the report, Commissioner W. C. Creel attributed the decline to "a combination of inflationary factors including a tight

Opportunity Employer," and look forward to the further extension of this policy as new positions become available in the expanding activities of this Department.

mortgage money market, spiralling materials and production costs, and all-time high interest rates."

"These factors combined have priced thousands of potential home buyers and builders out of the market," Commissioner Creel commented.

New private homes dropped from 9,123 in 1971, to 7,499 in 1972, and to 6,195 in 1973, for a decline of 32 per cent between 1971 and 1973, the Labor Department report indicates.

Apartments and other "multi-family size units", which numbered 16,999 in 1971, increased slightly to 17,084 in 1972, and then fell sharply to 11,447 in 1973, showing a 32.7 per cent decrease from 1971 to 1973.

In Raleigh, a total of 5,086 units were started in 1971, 3,114 in 1972, and 2,795 in 1973. Charlotte experienced an even more dramatic decline: 5,875 to 1,826 to 1,455.



NEW SAFETY ADVISORY BOARD MEMBERS—Commissioner W. C. Creel (left) congratulates James F. Thrift, Jr. (right), and W. H. Rowland (center), upon their appointment as members of the Safety Advisory Board of the North Carolina Department of Labor. The two new Board members were inducted at the spring meeting of the Advisory Board in Raleigh on April 5.

Thrift, of Winston-Salem, is Safety Director for R. J. Reynolds Industries, Inc. A Reynolds employee for the past 40 years, he has worked in the company's safety department for the last 20 years, and has served as Safety Director for three years. He has served as Chairman of the Central Piedmont Safety Council for two years and has implemented a massive education and training program to bring all Reynolds operations into compliance with OSHA standards.

Rowland, of Gastonia, is Assistant Industrial Relations Manager for Wix Corporation. He has worked four years with the N. C. Employment Security Commission, two years with Textiles, Inc., and for the last seven years at Wix Corporation. He is at present a Vice President of the Gaston County Personnel Association.

The 22-member Safety Advisory Board has provided safety expertise to the Department of Labor since its organization in 1946.

Women Learn Tool & Die Making Trade Under State Apprenticeship Program

Employed on Job As Apprentices in Two Manufacturing Plants

Glenda Nichols became the first female tool and die maker apprentice in North Carolina on November 12, 1972. Just a couple of weeks

later, on December 3, Bonnie W. Moore became the second.

Glenda and Bonnie are enrolled in apprenticeship training programs which will involve a lot of hard work and study.

A tool and die maker is a highly

skilled creative worker whose products — tools, dies, and special girdling and holding devices — are the basis of mass production in metal working industries. The individual must have a broad knowledge of machining operations, shop practices, mathematics, blueprint reading, and must be able to work to close tolerance and do precise handwork.

Glenda is enrolled in a five year training program which includes 10,000 hours of work experience and related classroom instruction to become a tool and die maker for the Square-D Manufacturing Co. at Knightdale, manufacturers of electrical motor controls.

Bonnie will be trained in a four year program of 8,000 hours to become a tool and die maker for the Hunt Manufacturing Co., in Statesville, makers of pencils and pencil sharpeners.

Both of these apprenticeship programs include training and work experience on how to operate lathes, milling machines, grinding machines and drill presses. Learning heat treating, how to design tools and make layouts are more of the work processes in which a tool and die maker must be trained.

Glenda and Bonnie will also have bench work experience. This involves learning how to build, heat treat, set up and run forging dies, uses of gauges, and assembling and finishing tools and dies, jigs and fixtures.

Glenda and Bonnie are part of the less than 3 per cent of women in training registered with the Department of Labor's Apprenticeship Division.

Entering job situations which are traditionally men's is not new for either of these women. Bonnie began her present career in the tool room at Hunt as Tool Crib. That position had been held exclusively by men at Hunt until she started working there.

Glenda has been invading men's former "territories," having been a licensed barber, assistant chef, a short-order cook, a bartender, and until recently, a truck driver.

Man Behind the Scenes

Joel F. Moody: OSHA 'Wheel Horse'



Moody

Joel Moody has a warm, friendly nature which is contrary to his name. He has been working for the Department of Labor under contract since his retirement from Ralston Purina in February, 1972.

"Moody was hired as a consultant to help prepare the 18(b) Developmental Plan which would allow the N. C. Department of Labor to qualify to administer OSHA in this State," explained Commissioner Creel.

"We were looking for someone to help prepare the plan who had been involved with safety work and had an interest in accident prevention. Joel Moody was the person we immediately thought of.

"Mr. Moody not only has the background of over 25 years' experience in safety and health work, but was in charge of the administration of OSHA for his plant at Ralston Purina, which is an outstanding company in the field of safety."

Safety Veteran

Moody was selected as a charter member of the Safety Advisory Board, when Forrest Shuford was Commissioner of Labor. He was a member for over 25 years, acting as Chairman of the Membership Committee. As a member of the board, he was involved with special industry drives to promote safety and health, as well as working on safety awards for companies with outstanding safety accomplishments.

OSHA Plan

Joel Moody talks of the Developmental Plan — "that reputed 1,000 pages that Billy Creel talks about."

"Billy Creel and I wrote the plan with the help of Dr. Nelson Bortz, who was our liaison with the Federal government. We start-

ed the project in March, 1972, and in January 1973 North Carolina was the fourth state in our nation to have their plan approved."

"Moody was instrumental in developing this plan," Commissioner Creel remarked. "He took the plan point by point, using his engineering skills very effectively, and presented his final product in a precise and formal manner. He is the individual most responsible for developing our State plan."

OSHA-NC Law

After approval, Moody assisted in developing the State OSHA Act, which was basically the heart of the development Plan. He furnished the technical information, while former Assistant Attorney General Ralph Moody (who is no relation to Joel) wrote the legal part of it. The Act was passed and ratified by the General Assembly on May 1, 1973.

OSHA Division

Since the OSHA Division of the Department of Labor has been officially opened, Moody has been a wheel horse involved with many different projects. He has helped prepare the OSHA budget and has developed safety and health programs for many N. C. industries.

Currently, he helps with Voluntary Compliance, assisting with field work, taking pictures of violations and writing up briefs for booklets the N. C. OSHA publishes. Moody continues to draw up safety and health proposals and assists George Maddry, who was recently appointed OSHA Standards Engineer. In this work he assists in interpreting technical information in the Standards and registers any new changes in the Federal OSHA Standards with the N. C. Secretary of State.

"We agreed to adopt all Federal Standards, and until they are registered with the Secretary of State, they are not formally law," he explained.

Honorary Tar Heel

Joel Moody says he is a North Carolinian now, but he was born in

ETERNITY

He who binds himself to a Joy
Doth the winged life destroy;
But he who kisses the Joy as it flies
Lives in Eternity's sunrise.

—William Blake.

Roanoke, Virginia. He attended V. M. I., where he received a degree in Civil Engineering. Upon graduation he was hired by Proctor and Gamble. He was sent out to their Buckeye Division in Little Rock, Arkansas, honeymooning on the way with his new bride, the former Mary Saunders.

Chooses North Carolina

Joel worked in six cities throughout the Southeastern United States before being transferred to Raleigh. He worked with Proctor and Gamble for 29 years until his Raleigh plant, along with three others, was sold to Ralston Purina. Moody chose to stay in Raleigh with the new owners. He worked for Ralston in Raleigh for 14 years until retirement, except for a year and a half when he was transferred to Tehran, Iran, to open a plant. Upon retirement, he was hired as a consultant by the Department of Labor.

Travel and Play

Since his "retirement", Joel and Mary Moody, who have three grown children, have done some traveling. They have been to Canada, Bermuda, and across the American continent among their journeys. They hope to do more traveling in the future.

Joel Moody enjoys a round of golf and hunting. He admits that last fall he "didn't shoot a single quail," but places blame on his bird dog.

Commissioner Creel commented on Joel's work and his future, "Moody came out of retirement to do this OSHA work mainly because of his interest in accident prevention. He has laid much of the ground work, which we appreciate very much. But we realize that it is time for him to have more time for himself and his family."



Bonnie W. Moore, Tool & Die Maker Apprentice, Hunt Manufacturing Company, Statesville, N. C.



Glenda Nichols, Tool & Die Maker Apprentice, Square D Company, Knightdale, N. C.



Rollover protection:

Roller On I-85 Job Shows It's A Safety Must

WASHINGTON, D. C. air was heavy with controversy a few years back over whether rollover protection on certain types of heavy construction equipment was really necessary. Whether it actually provided protection it was designed to provide, and whether the safety results of its use justified the considerable extra expense such protection involved.

The issue was the question of whether rollover protection should be required as an OSHA Safety Standard. Safety experts were far from being unanimous in favor of rollover protection, and people from the construction industry held various and conflicting opinions.

Among the most vocal proponents of adequate rollover protection was Charles H. Shaw, Jr., of Greensboro, vice president in charge of industrial relations and personnel for Thompson-Arthur Packing Company. Shaw was serving in 1970 as a member of the Secretary of Labor's Construction Safety Advisory Board, and also had given valuable service as a member of the N. C. Labor Department's Safety Advisory Board.

On the morning of April 2, 1974,

Charlie's "safety chickens" came home to roost. A construction crew from his company was working just off I-85 west of Mount Hope Church Road near Greensboro, widening the entrance lane to I-85 west.

At about 11:00 a.m., heavy equipment operator Leo Shelton Cagle was operating forward with a Caterpillar MG-12 Motorgrader. As he started to go into reverse,



OSHA Review Board Will Meet in Raleigh June 12

The quarterly meeting of the North Carolina OSHA Review Board will be held in Raleigh on June 12, 1974, and will be open to the public, according to Kenneth K. Kiser, Board Chairman.

Kiser said the meeting will start at 9:00 a.m. and will be held in the 5th floor Conference Room of the State Administration Building on W. Jones Street.

the rear tandem wheels slid off the soft red clay bank upon which Cagle was working and turned the motorgrader over on its top down a 15-foot embankment.

Emerging shaken but unhurt from the cab of the wrecked 35,000 pound vehicle, Cagle stated that had he not had his safety seat belt fastened and rollover protection all around him on the big machine, he would have been crushed to death instantly.

For Charlie Shaw, the incident "in his own back yard" underlined conclusively the validity of the position he had taken earlier on rollover protection.

Rollover protection is "expensive." But how much is a man's life worth?

And rollover protection is an OSHA Safety Standard. A lot of heavy equipment operators are glad that it is.



HONORED AT ARBITRATORS MEETING—Donald A. Cilley (second from left), retiring Director of the Conciliation and Arbitration Division, was honored by members of the Arbitration Panel at their biannual Arbitration Group Meeting on May 4. Held at the Carolina Inn in Chapel Hill, the meeting and luncheon featured a talk on "North Carolina's Uniform Arbitration Act" by Charles F. Vance, Jr., Attorney from Winston-Salem. Yates Hefner (far left), retired Federal Mediator, spoke briefly about Mr. Cilley, his old friend and associate. Commissioner Creel presented Cilley with a wallet and a gift certificate from the Arbitration group. Pictured also is Bill Dick (far right), who works with Mr. Cilley in the Conciliation Division. Cilley will retire on June 30.

Basic Safety Approach is Voluntary Compliance, Creel Tells Society of Manufacturing Engineers

PHILADELPHIA, May 2. — OSHA has focused much attention on industrial safety, but the basic managerial approach for achieving effective accident prevention is still "voluntary compliance," North Carolina Labor Commissioner W. C. "Billy" Creel told the conference of the Society of Manufacturing Engineers.

Addressing the group on "Safety in Manufacturing Production," Creel said: "Like other business objectives, safety is achieved through management's commitment and desire to succeed.

"Management's actions toward accident and injury prevention speak louder than words and written programs," Commissioner Creel declared. "Engineering, education and enforcement programs must be effectively administered. Every successful safety program is founded on these three basic elements.

"Our main thrust in North Carolina safety is voluntary compliance," Creel continued. "By voluntary compliance, we simply mean that we want every industrial and service establishment to have their own planned safety program to prevent accidents, injuries and deaths, and to maintain safe and healthful working conditions.

"Voluntary compliance is working well in North Carolina," Creel maintained. "We are getting almost 100 per cent participation. We have made more than 2,000 OSHA inspections since July 1, 1973, and out of thousands of citations and penalties, only one citation has been contested.

"For those few employers who do not believe in or practice voluntary compliance, we do not hesitate to use the full force of OSHA enforcement by citations and penalties," Creel said.

25,000 Members Is NCSEA Goal for '77

The N. C. State Employees Association kicked off its 1974 membership drive May 1, with a goal of 25,000 members and a aim of making the NCSEA a stronger voice on behalf of State government employees.

Chairman M. C. Byrd of Salisbury urged current NCSEA members to sign up new members. He pointed out that last year's membership drive netted about 3,500 new members, pushing the Association to a record total of 21,000 and making it one of the nation's largest State employee organizations.

Citing many benefits gained for State employees by the NCSEA, Gov. Jim Holshouser said they "have been tangible" programs that have been sound. He urged State employees to join the association.

CONSUMER PRICE INDEX —U. S. City Average— (1967 = 100)			
	1971	1973	1974
March	119.8	129.8	143.1
(Increase from March, 1973 to March, 1974)			

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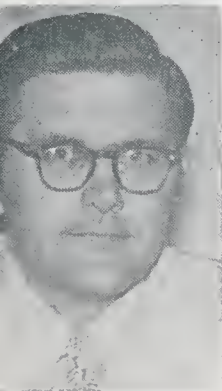
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OSHA Reports:

OCCUPATIONAL HEALTH HAZARDS TO BE EMPHASIZED DURING FISCAL YEAR 1975



Boylston

Department of Labor.

"We will be focusing attention on industrial health problems peculiar to North Carolina.

"In the first year of State administration OSHA's most visible impact has been in the safety area. Its most significant impact over the years will be in the health area," he explained.

The U. S. Public Health Service has estimated that 100,000 deaths occur each year from occupational diseases caused by exposure to such substances as cotton dust, silica, asbestos and vinyl chloride. That figure is seven times the number of accidental industrial fatalities occurring annually, and is likely to increase in the future.

Industrial growth over the past 5 years has introduced the use of many new chemicals. Chemicals thought to be safe have been found to be very toxic, and in some cases, cancer producing agents.

There are 25,000 chemicals on the National Occupational Safety and Health's (NIOSH) Toxic Substance List. OSHA has promulgated standards for only 500 of them.

"Any chemical or foreign substance workers repeatedly take into their bodies through inhalation, ingestion, or any other con-

tact could have a potentially damaging effect which might result in an occupational disease. Unfortunately, in many cases it takes 15 to 20 years to develop research of occupational diseases, and to learn their effects," Boylston remarked. "But exposure to these chemicals can be controlled."

During fiscal year 1975 OSHA and the State Board of Health will research, plan and initiate a Target Health Hazard Program to identify potential health hazards in working areas throughout North Carolina.

They will conduct approximately 400 health investigations to include target health inspections with roughly 1,800 test samples and 6,000 field determinations to be made. In addition, there will be approximately 9,000 analytical laboratory determinations to support the field investigations.

The function of OSHA's health program is to provide health inspections and services, in addition to its investigative studies, to learn of potential health problems observed during routine occupational safety and health inspections.

(Cont'd on page 4)



OCCUPATIONAL SAFETY AND HEALTH REVIEW BOARD.—The OSHA-NC Review Board's quarterly meeting was held in Raleigh on June 12. Board members (from left) are: Bruce Hinkle of Lexington, Kenneth K. Kiser of Hudson, Board Chairman, and Roy Simmons of Walnut Cove. Appointed last year by Governor Jim Holshouser, the OSHA Review Board Members hear appeals of contested citations and penalties assessed by the State OSHA Administration for alleged violations of safety and health standards, and issue decisions in these cases.

From the Commissioner:



Creel

Our readers will recall that on several occasions we have addressed in this column the problem of improving and positively changing the "public image" of the Department of Labor.

By "public image," we do not refer to superficial appearances but to growing public awareness of substantial and socially useful realities behind appearances. Our ambition for this Department can reach no farther than that it should embody the "Esse Quam Videri" of the State motto and, indeed, that it should be what it seems to be.

We know that the only meaningful and lasting way to improve the Department's public image is to **improve services** in every category for which the Department is responsible and to let people know that these services are available to them. That is what we have been trying to accomplish during the last eighteen months.

The first necessary step was to achieve communication and cohesiveness within the Department. Many efforts have been made and continue to be made toward the realization of this goal.

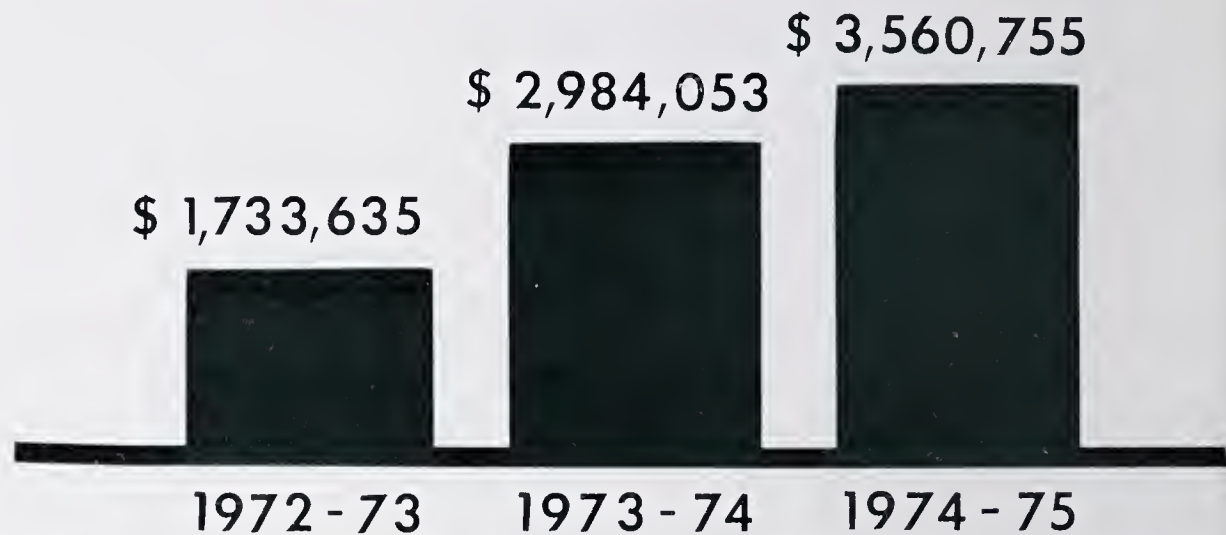
The second step was to reactivate the Department on a Division basis, delegating both responsibility and much decision-making authority to the Department's

eleven operational divisions. This step has been largely realized.

The third step was to obtain enactment of a body of labor law relevant to current needs in labor, business and industry. Much of this step was realized as the 1973 General Assembly enacted the North Carolina OSHA Law, improved the State's minimum wage, updated maximum hours requirements, passed the first State overtime pay rule, and enacted a more practical child labor statute. Other needed changes in labor legislation undoubtedly will be forthcoming for consideration by future General Assemblies.

An essential fourth step was to obtain sufficient personnel and appropriated funds to enable the Department of Labor to do its job in a creditable manner. A glance at the accompanying charts will show the extent to which this has been accomplished.

AUTHORIZED APPROPRIATIONS



Comparing fiscal 1973 with fiscal 1975, authorized appropriations have been more than doubled and authorized personnel has been increased by 76 per cent.

A fifth need has been met by the reactivation of six advisory or statutory boards having to do with major responsibilities of the Department. A total of 53 public-spirited citizens are lending their special talents and expertise to the Department by serving on these boards and councils. A listing of these groups will be found in an accompanying chart.

These expansions of personnel and appropriations may appear large when viewed in percentages. But when measured against the Department of Labor's statutory mandate of serving the "health, safety and general well being" of more than 2,000,000 North Carolina working people, they seem modest indeed.

North Carolina ranks 12th among the 50 states in total non-farm employment and ninth in factory employment. With expansion to the authorized 222 people during fiscal 1975, the Department of Labor will have just one employee to serve the needs of each 10,000 North Carolina workers.

We will have achieved the "public image" we seek when North Carolina workers, business and industry come to know that they have a Department of Labor that is **responsible** to the people, **responsive** to public needs, and **concerned** about the present and future of the State.

AUTHORIZED PERSONNEL



SOMETHING GOOD FOR BUSINESS

Businessmen broke into a sweat more than a year ago when the Occupational Safety and Health Act was passed by Congress. The new regulations would mean higher costs for manufacturers. Some feared they might be priced out of business.

There isn't much doubt that higher standards resulted, and that higher safety standards were needed in many industries.

A report issued by N. C. Labor Commissioner Billy Creel gives a summary of the first year of enforcing OSHA in the State. The N. C. Department of Labor conducted 17 inspections in Tar Heel business and industry, resulting in 1,719 violations of the code.

Penalties of from \$500 to \$1,000 may be assessed for serious violations. A year-end tally shows that \$86,000 in fines were imposed — \$29,000 for serious violations.

The average penalty assessed amounted to \$28.05 against a national average of \$78. in states which have directed federal administration of OSHA.

Some 100 employees in the State are covered by OSHA and each has the right to levy complaints against their employers for unsafe practices or conditions.

Only 29 such complaints resulting in inspections were received by the Department of Labor.

The prime benefit of OSHA is higher safety standards which should result in fewer injuries and deaths on the job. Meeting OSHA standards has been difficult for many industries and the cost has been quite high.

But there's no way to measure the worth of a life.

Then, there's another side of the issue.

Some businesses fear that OSHA standards have set back the national economy at a time when the gross national product is growing too slowly. The standards may be adding to unemployment, and some industrial giants claim that instead of expanding production levels and creating new jobs the company's new investments are going into OSHA standards.

There's a rising voice that OSHA standards should be set aside until a more favorable time for the national economy.

Curing immediate obvious safety hazards should be done. Some of the icing on the OSHA cake, the ultimate in standards, can wait awhile.

—Editorial from the
Hickory Daily Record,
August 8, 1974

Thompson-Arthur Recognizes Apprentices

On Thursday, May 16, 1974, the Thompson-Arthur Paving Company, Goldsboro, North Carolina, recognized three apprentices for completing their apprenticeship courses.



Thompson-Arthur instituted their approved apprenticeship program in 1969 and since that time 20 apprentices have completed this program which includes related training. Seven of these completing the program are minorities. The company is currently training 28 apprentices of which 9 are minorities.

Shown in the photograph left to right are: Front row — Maurice Robinson, Plant Equipment Operator; Franklin Gathers, Cement Mason; Back row — Burl Gentry, Plant Foreman; Ed DeShazo, Apprenticeship Related Training Coordinator; Henry Dale, Shop Foreman; Charles Shaw, Vice President; Mike Bean, Heavy Construction Equipment Mechanic.

Commissioner Creel on:

Apprenticeship Training

I am very enthusiastic about the possibilities for great improvements immediately ahead in our statewide apprentice training program. We are now in the best position to effect positive changes in this program since I became Commissioner of Labor.

We intend to do whatever is necessary to improve this vital State program and to turn it into a more effective training instrument which will serve the career needs of young people and the skilled labor-force needs of the State.

There is a tremendous and continuing need in North Carolina for apprenticeship and other on-the-job training for many of our young people. The educational pendulum has swung with regard to career training needs. It has been obvious for some time now that not every child in North Carolina can or should go to college.

Yet the need of every young person for thoroughgoing career or job training is equally clear. Young people who cannot or do not wish to go to college must be afforded real alternatives which will enable them to develop into productive workers and good citizens. The useful, needed, and high-paying occupational skills which young people may acquire through several years of well planned, on-the-job apprenticeship certainly should provide one such alternative.

In order to realize to a greater extent the potentialities of this program, it is our intention to fully utilize the recommendations of the State Apprenticeship Advisory Council with regard to training standards, their enforcement, and related technical instruction. We intend to develop these programs as rapidly as our staff, appropriations and facilities permit. Already we are in the process of shifting from manual to computer recording of all control data for the apprentice program.

(Cont'd on page 4)

Brandon Appointed To National Mine Health And Safety Committee



Brandon
Committee on Metal and Nonmetallic Mine Health and Safety.

Brandon was appointed to a one-year term on the committee by Secretary of the Interior Rogers C. B. Morton.

Composed of members representing mine operators, mine workers, and State mine safety agencies, the 12-member group assists the Secretary in developing health and safety standards for mines subject to the Federal Metal and Nonmetallic Mine Safety Act.

A month earlier, Brandon was elected a vice president of the Mine Inspectors Institute of America at that group's annual convention in Springfield, Illinois. The institute consists of mine safety people from management, labor and state and federal governments.

Brandon also currently is serving a two-year term as chairman of the National Association of State Mine Inspection Agencies, which is composed of the heads of such agencies.

APPRENTICESHIP TRAINING

(Cont'd from page 3)

We plan increased monitoring of programs and enforcement of standards to insure quality programs that will meet the needs of our young people for career training and the skilled labor needs of our State. Certainly, apprenticeship and other on-the-job training programs were never intended to be a source of cheap, subsidized labor. Quite the contrary: these programs exist to serve the job career needs of the individual apprentice



BILL STRICKLAND RETIRES — William L. Strickland (right) is congratulated by Commissioner W. C. Creel upon his retirement after 40 years of State service. A career State employee, Strickland has served as Director of the Labor Department's Division of Statistics for the last 18 years, prior to which he worked with the N. C. Employment Security Commission and taught school. His retirement was effective at the end of July. On July 24 his associates gave a special luncheon in his honor.

and the general need of North Carolina for a better trained and more highly skilled labor force.

Over and above the question of program expansions, the number of programs in operation, and the number of apprentices in training, I wish to emphasize that our principal aim is going to be the achievement of higher quality in each apprentice training program.

OCCUPATIONAL HEALTH

(Cont'd from page 1)

"The health services provide consultation, upon the request of an employer, on the evaluation and control of industrial health hazards," Boylston explained.

From the enforcement standpoint, more education and training programs need to be implemented to inform employers of potential health problems and preventive measures which can be taken.

"Protective engineering measures such as ventilation, isolation and the proper use of breathing equipment are as essential as proper education, to ensure that workers are aware of potential health hazards.

"It is important to recognize

Available Upon Request:

"Learning to Live with OSHA" Article Reprints

"Learning to live with OSHA" is an 11-page article by Fred K. Foulkes reprinted from the Harvard Business Review.

In the article Foulkes, who is an assistant professor of business administration at the Harvard Business School, discusses the major problems of OSHA, their implications and suggests ways in which top management can effectively respond to OSHA's regulations.

Reviewing small and large "start-up problems," Foulkes explains that like any other new federal legislation of such scope OSHA and the way it is being administered has its supporters and critics.

He continues to draw on company examples to explain ways in which business has learned to live with OSHA; citing safety and health training, safety committees and, most important, "voluntary compliance by employers as the only way the OSHA act can achieve its objectives."

Single copies of the article are free upon request from the OSHA Division, N. C. Labor Department, P. O. Box 27407, Raleigh, N. C. 27611.

potential health dangers, but people must also be willing to do something about it," Boylston stressed.

Three industrial hygienists employed by the State Board of Health will continue to give direct assistance to the Labor Department. To meet the growing plan in Occupational Health, three new hygienists will be employed within the next six months. The Department of Labor has plans to hire a hygienist to serve as liaison with the State Board of Health.

An Analytical Chemist and a Lab Technician will also be hired to process lab samples. And an Administrative Officer and a Typist are proposed to be added to provide administrative and clerical support to the growing staff.

Twelve Month Summary:

COMMISSIONER CREEL ISSUES REPORT ON FIRST YEAR OF STATE OSHA ADMINISTRATION

Commissioner W. C. Creel in late July issued a summary report on the first year of State administration of the Occupational Safety and Health Act in North Carolina.

Highlights of the report, which covers the period July 1, 1973 through June 30, 1974:

OSHA Safety Officers of the N. C. Department of Labor conducted 3,097 inspections in Tar Heel business and industry. These inspections turned up a total of 11,719 violations of the OSHA Safety and Health Standards, of which 57 were classed as "serious" and 11,662 as "non-serious" violations. The 3,097 inspections affected 276,822 employees.

A "serious" violation, Commissioner Creel said, is one likely to result in serious physical harm to employees. This type of violation carries a penalty of from \$500 to \$1,000.

Citations were issued for all 11,719 safety and health violations and penalties totaling \$86,871 were imposed. Of that amount, \$29,000 was for the 57 serious violations and \$57,871 was for the 11,662 non-serious violations.

Mr. Creel said the average penalty assessed per OSHA citation in North Carolina during the year was \$28.05. This compares with an average of \$78.00 per citation in the states having direct Federal administration of OSHA.

Of the 3,097 OSHA inspections made during the year, 2,827 were "general schedule" inspections, 57 were made following accidents, 29 were made in response to employee complaints, 84 were follow-up inspections, and 100 were special health inspections.

The OSHA Safety Officers made investigations to determine the causes of 63 on-the-job fatalities in North Carolina during the year, Commissioner Creel reported.

Citing the small number of OSHA complaints received from Tar Heel employees, Mr. Creel stated:

"Although more than 2,000,000 North Carolina employees are covered by OSHA and every employee has the right to complain of unsafe and unhealthful working conditions in the knowledge that every valid complaint submitted in writing will result in a State OSHA inspection, only 29 complaints resulting in inspections have been received by us during the last fiscal year.

"This indicates to us that the safety-minded employees of North Carolina are pleased with the progress of the OSHA program under State administration."

Commenting upon the right of employers to contest penalties imposed for OSHA violations, Commissioner Creel had this to say:

"Although any employer has the right to contest any citation, penalty, or period of abatement and there have been 11,719 citations, only one citation has been contested to the point that it was heard by the full Safety and Health Review Board. This fact speaks highly of the industrial safety climate in our State."

Mr. Creel noted that in 1,675 of last year's inspections, or 54 per cent of the total, no penalties were assessed.

Commissioner Creel said the main thrust of State OSHA administration in North Carolina during the past year has been "voluntary compliance."

"By voluntary compliance, we simply mean that we are endeavoring to have every business and industrial establishment set up their own safety and health programs to provide on-the-job protection for their employees every day.

"An outstanding feature of this voluntary compliance program is that our OSHA staff includes six Consultants who work closely with trade associations, chambers of commerce, and other groups interested in promoting safety and health for the people whom they represent. A total of 437 consultative visits were made during the fiscal year."

Mr. Creel cited increasing emphasis upon education and training as a tool for achieving the State's safety and health goals.

"Several hundred safety and health schools have been conducted by our OSHA training and education division. Some of our training bulletins have received national recognition and have been widely used in business, industry and the public sector in North Carolina."

Commissioner Creel said scheduled OSHA coverage of employment groups other than business and industry is progressing as planned. Coverage of agriculture began on April 1, 1974. Coverage of 150,000 State employees, and of municipal and county employees, on a voluntary compliance basis, began on August 1, 1974.

NOW IT'S "COMMISSIONER" BILL DICK



William J. Dick, Director of the N. C. Department of Labor's Conciliation and Arbitration Division, has resigned that post effective August 16 to accept a position as Commissioner with the Federal Mediation and Conciliation Service.

Following a two-week orientation program at the FM & CS headquarters in Washington, Bill expects to be assigned to the Service's Region II with headquarters in Philadelphia.

Bill has served as a mediator for the N. C. Department of Labor for the past four years and was named Director of the Conciliation and Arbitration Division effective July 1.

LABOR DAY MESSAGE

from

Commissioner W. C. Creel

On this Labor Day, I ask all North Carolinians to join me in saluting our more than two million working men and women whose labor makes us one of the nation's great industrial states.

Nine of every ten North Carolinians work in factories, trade, construction, government, and other nonfarm jobs. The tenth Tar Heel keeps us out front as a leader in agriculture.

On Labor Day, we salute these two million people — citizens of every creed, color and occupation — whose daily work at their jobs continually builds our civilization and makes our system go.

We honor you, our working people, as North Carolina's greatest resource because, with the labor of your hands and minds, you create the human world in which we live.

N. C. DEPARTMENT OF LABOR

P. O. Box 27407
RALEIGH, N. C. 27611

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Department Employees
Now Have Newsletter

The first issue of a new publication, the N. C. Department of Labor "Newsletter," went out to the Department's nearly 200 employees in July. The "Newsletter" is an internal publication of, by and for the employees.

The new publication contains news, features and announcements appropriate for "employees only" to read. It is to come out monthly, and will be distributed with paychecks.

Al Barbour and Linda Miller of the Information and Publications Division edit the newsletter. Jackie Rogers, secretary of the Private Employment Agencies Division, does the artwork. Carol Singletary, the Department's new lobby receptionist, will be typing it. Reporters from each division have been assigned to "round up" and turn in the news.

Apprenticeship Advisory
Council Meeting Scheduled

The Apprenticeship Advisory Council of the N. C. Department of Labor will gather in Raleigh for a two-day meeting September 25.

The meeting will be held in the Department's newly renovated Conference Room back of the Commissioner's first-floor office.

Efforts to promote and upgrade job skills through apprentice programs will be reviewed and discussed.

The nine-member council includes Commissioner Creel, Chairman; employer representatives Wilbur Decker, Winston-Salem; Charles B. Jones, Raleigh; and Charles Shaw, Jr., Greensboro; employee representatives Don Fox, Asheville; the Haywood County "General" Ruff, Charlotte; and office members Charles LaRue and Thomas E. Williams of Raleigh.

CONSUMER PRICE INDEX		—U. S. City Average—	
		(1967 Base = 100)	
	1971	1972	3 1974
July	121.8	125.5	7 148.3
(Increase from July, 1973: 11.3%)			(3 to 148.3)

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ADVISORY & STATUTORY BOARDS

Apprenticeship Advisory Council	8
Board of Boiler Rules	6
Private Employment Agencies Advisory Board	7
OSHA Advisory Council	7
OSHA Review Board	3
Safety Advisory Board	22
Total Board Membership	53



Director Jim Irvin and assistant director Mignon Harden discussing the Apprenticeship Division's training programs.

Apprenticeship and "OJT"

Training Programs Help To Fill Labor Needs

"North Carolina business and industry have a continuing need for more highly trained and skilled workers," declares Jim Irvin, director of the N. C. Labor Department's Apprenticeship Training Division.

"Apprenticeship and on-the-job training programs help to meet this need."

"We want to make the public more aware of the benefits of these programs," says Mignon Harden, assistant director of the Apprenticeship Division.

Discussing the large State program they are working hard to improve, Irvin and Ms. Harden say their Division encourages young people and veterans to become trained workers and skilled tradespeople by taking advantage of the training opportunities provided by apprenticeship, on-the-job training, and related classroom instruction. "OJT" and apprenticeship programs are established in sev-

eral thousand shops, factories and businesses throughout North Carolina.

These training programs are aimed particularly at high school graduates who do not intend to go to college, high school dropouts, and veterans, the program administrators explain. Training on the job, with pay, enables these people to become proficient at an occupation or trade. Without such opportunities, many of them could find no way to be trained for a career and would swell the ranks of unskilled, "common" labor.

Apprenticeship and "OJT" are two workable answers to career planning and post-school education. They need more promotion in the high schools so that young people will be aware of them and the opportunities they offer.

"We need to coordinate our efforts with the Department of Education and the Employment Security Commission to get this

In this issue

In this issue we are focusing attention on the Labor Department's apprenticeship and on-the-job ("ojt") training programs. These programs need exposure and promotion so that people eligible to become involved will learn about them.

Apprenticeship and "ojt" are two answers to career training and employment.

From the point of view of State business and industry as well as from individual career employment, these two programs offer mutual benefits. And as long as there is economic growth, this State will have a need for better trained employees.

The editors

information to high school students, and especially to those who already are enrolled in the vocational education programs," commented Ms. Harden. "We also need to find better ways of offering opportunities to these students in finding placements in business and industry before they graduate or drop out of school."

THE "IN" THING

"In recent years, career training has become the "in" thing to do," explains Ms. Harden. "Only through well planned training will young people become adequately prepared for work careers, and only through such training will business and industry get the quality employees they need."

The function of the Apprenticeship Division is not providing training as such. The Division acts as a technical-assistance type of

(Cont'd on page 2)



Commissioner Creel

Training Programs

(Cont'd from page 1)

agency which promotes, registers, assists in setting up, and monitors apprenticeship and OJT programs. It is also the Approving Agency for the Veterans Administration.

As a registering agency, the Division assists the program sponsor (employer or committee) in setting up the training program. This is done through the work of the Division's 23 Apprenticeship Representatives who are located strategically throughout the State. The Representatives promote and coordinate training programs, and help to monitor them once they are established and in operation.

Training includes learning skills while working on the job as a paid employee. It also includes learning related technical information about the individual trade or occupation selected.

APPRENTICESHIP

Apprenticeship training is a long range program for skilled crafts or trades such as bricklayer, carpenter, or tool and die maker. The required length of training ranges from two to six years, depending upon the number and complexity of the work skills to be mastered.

On-the-job training — as distinguished from apprenticeship training, in which work skills also are learned on the job — is short-term training for occupations at an

From the Commissioner

This issue of the *North Carolina Labor and Industry* bulletin is devoted mainly to an exposition of apprenticeship training in North Carolina: how the program works for the apprentice and the employer-trainer, how it is promoted by the Apprenticeship Training Division, the role of the State Apprenticeship Advisory Council, and one outstanding "success story" of an apprentice who made the most of the program in advancing his career.

It is appropriate and timely, I believe, that apprenticeship training should be so emphasized, as apprenticeship training is one of our most important areas of emphasis within the Department and throughout the State.

entry level such as manager for a retail department store, a loan officer, or a deputy sheriff.

As the Approval Agency for the Veterans Administration, the Division certifies apprentices and on-the-job trainees so that they can receive the monthly allowances to which they are entitled as part of their G.I. benefits.

"This is most helpful," declares Irvin. "So many veterans are married and have families to support. The training allowances make it easier for veterans to keep their heads above water while they are training."

VETERANS

"With more than 7,000 veterans now registered, the North Carolina apprenticeship program has one of the largest enrollments of veterans in training in the entire nation," comments Ms. Harden.

Veterans registered in programs make up about half of the OJT trainees in North Carolina. The total number of apprentices registered is approximately 9,000 and the number of OJT trainees is 5,473. These figures include all veterans enrolled in these programs. These trainees are registered in many different trades and occupations.

"We are around eighth in the nation in the number of enrolled trainees," explains Irvin. "In sheer

(Cont'd on page 3)

Despite special efforts which have been made during the last 22 months to improve, increase and emphasize apprenticeship training as a major Labor Department responsibility, we are still a long way from making this program all that it can and should be for the benefit of our young people, for our employer groups, and for business and industry in North Carolina.

Unresolved disagreements somehow seem to persist among the various groups and agencies interested in promoting apprenticeship training. These persisting disagreements prevent progress which is sorely needed in the development of more effective career training for our young people.

If I may borrow an idea advanced recently by the President, I believe that we greatly need to apply the "four C's" to effectuate a more productive and efficient apprenticeship program. These include "Communication, Conciliation, Compromise, and Cooperation."

The author of this column, the North Carolina Department of Labor, and—I believe—our State Apprenticeship Advisory Council, are willing to follow these "four C's" in their approach to improving apprenticeship training in North Carolina. We challenge all other interested groups to do the same, so that real progress may be made in this vital State program.

Pamphlet published

The Labor Department's Apprenticeship Division is publishing a colorful, 32-page booklet titled "How to Start an Apprenticeship or On-the-Job Training Program."

Written for employers who are interested in setting up and sponsoring a training program, the booklet explains the steps involved in starting a program.

Copies of this booklet will be available starting on Nov. 1st free, upon request, from the Apprenticeship Division, P. O. Box 27407, Raleigh, North Carolina 27611.



Certificates of completion are presented by Lynell Bynum (left), company president, to Edward Hoell and by William Stallings (second from right), N. C. Labor Department representative, to Curtis Hoell of Standard Electric Company.

Trainees Receive Certificates of Completion

Edward Hoell, two employees of Standard Electric Company at Rocky Mount, have completed the four-year apprenticeship program.

Hoell, specialized in electrical and security systems. Hoell received his certificate for work in heating and air conditioning.

Standard Electric is one of the oldest participants in the program, cooperating since 1952. It trains apprentices in electrical construction, plumbing and pipefitting, sheet metal, heating-air conditioning, refrigeration mechanics, and parts manufacturing skills.

"I don't think the general public

realizes how important the training of these young men is," said Lynell Bynum, Standard president. "The four-year length of the apprentice period should indicate how much there is to be taught."

Other trainees who were recently awarded certificates of completion around the State include James A. Williams and Kenneth R. Glover, linemen with the City of Wilson Utilities Department; M. W. Ennis, J. A. Winters, and F. D. Sawyer of Roses' stores; Ballard Curtis, mechanic at J & M Chevrolet in Wendell; and Melvin Fowler, bookbinder for Theo. Davis Sons in the Corinth-Holder community.

Why Women Work

Nearly 17 million women are in the labor force today because their talents and skills are needed by the American economy. During the decade 1960 to 1973, some 17 million additional jobs were developed in new or expanding industries. These jobs have provided employment opportunities for nearly 10 million women and more than 7 million men.

Women work for the same reasons men do. Millions of the women

who were in the labor force in March 1973 worked to support themselves or others. This was true of most of the 7.7 million single women workers. Nearly all of the 6.3 million women workers who were widowed, divorced, or separated from their husbands — particularly the women who were also raising children — were working for compelling economic reasons.

In addition, the 3.7 million mar-

Training Programs

(Cont'd from page 2)

volume of registered trainees, the Division has more than enough work to keep our staff busy."

Irvin maintains that the training programs under his jurisdiction offer thorough career education.

"Training on the job is very important for learning the practical skills or aspects of a job that theoretical education cannot impart," he says.

"Related technical training is an essential part of education for a job," comments Ms. Harden.

QUALITY TRAINING

"Improving the quality of training programs is one of the responsibilities of this Division," explains Irvin. "Training methods do not vary in general, but some specific job techniques do become old and outdated. Training must be continually updated and upgraded to insure the trainee of being thoroughly trained. It is up to us to stay on top of this situation."

"Quality training means quality employees and quality work in the long run."

SMALL EMPLOYERS

"Training programs involving small employers especially need our assistance and guidance," says Director Irvin. "These smaller com-

(Cont'd on page 4)

panies may not have the experts in training that many larger companies are able to employ, but they have the experts in trade skills and people who know their jobs. We need to work with these employers to assist them in learning what training techniques they need to establish to fulfill a total and thorough training program.

panies may not have the experts in training that many larger companies are able to employ, but they have the experts in trade skills and people who know their jobs. We need to work with these employers to assist them in learning what training techniques they need to establish to fulfill a total and thorough training program.

Training Programs

(Cont'd from page 3)

panies may not have the experts in training that many larger companies are able to employ, but they have the experts in trade skills and people who know their jobs. We need to work with these employers to assist them in learning what training techniques they need to establish to fulfill a total and thorough training program.

"Our apprenticeship and OJT training programs are designed to serve all of North Carolina," continues Irvin. "They are broad programs to fit the needs of the State's human resources — the people who need to be trained right now. We are working with the realistic situation that we have here and now."

"All in all, North Carolina has the right business and industrial climate for these training programs. We have learned to work with the people who are available for training: to help them improve themselves and to become as highly trained and skilled as possible."

"We have a sound, broadly based program, but we are aware that this program contains weaknesses. And it is these weaknesses that we are working on in order to help strengthen the whole structure of training throughout the State."

Advisory Council

(Cont'd from page 5)

departments, boards and agencies into seventeen major State departments, the Apprenticeship Council was a policy-making body by whose decisions the Commissioner of



Secretary of State Thad Eure is administering the oath of office to four new members of the N. C. Board of Boiler Rules, from left to right, Robert Harrell of Matthews, Henry Crandell of Asheville, Ben McCoy of Charlotte, and William Reading of Greenville. The new members, appointed by Governor Jim Holshouser, were sworn in on September 5 in the conference room at the Labor Building in Raleigh.

Labor and Department of Labor were bound. Under terms of the Organization Act, the Council's policy-making function was transferred to the Commissioner of Labor, thereby making the Apprenticeship Council into an advisory body.

This change in the Council's legal status does not diminish its vital role in providing the necessary "input" and dialogue for helping the Commissioner to develop positive and practical policies and training standards for North Carolina's apprenticeship program. Quite the contrary: now that the decision-making process is in the Commissioner's hands, expert advice on meeting the State's needs in this field is more important than ever.

Commissioner Creel recently emphasized his view of the Council's mission in this statement:

"In order to realize to a greater extent the potentialities of this program, it is our intention to utilize fully the recommendations of the State Apprenticeship Advisory Council with regard to training standards, their enforcement, and related technical instruction. We intend to develop these programs as rapidly as our staff, appropriations and facilities permit. We plan increased monitoring of programs and enforcement of standards to insure quality programs that will meet the needs of our young people for career training and the skilled labor need of our State."

At recent meetings of the Council held in March, June and September 1974, virtual unanimity has developed among the Council's employer and employee representatives in favor of rigorous enforcement of training standards, greatly increased monitoring of programs to insure quality, and making related technical training mandatory in all programs throughout the State.

Commissioner Creel and Apprenticeship Director Jim Irvin currently are developing a "position paper" with regard to these Council recommendations which is slated to be presented to the Apprenticeship Advisory Council in the near future.

Charles Shaw Elected NAESA President



Shaw

third annual convention in Reno, Nevada.

Charles M. Shaw, Director of the Elevator Division, was elected President of the National Association of Elevator Safety Authorities (NAESA) in August at their

Shaw was on the founding board of directors for this association, and has been an active member since it was founded.

NAESA is an international association with members from the United States, Canada, Guam and Puerto Rico. This association was formed to standardize elevator inspections throughout the nation, and to research and develop necessary safety code changes resulting from inspections.



Jerry Sells, outstanding apprentice now journeyman, is working on a project for AMC, the company which sponsored his training.

The \$48,000 Apprentice:

Jerry Sells is Foreman Now

Jerry Sells, apprentice plumber now a journeyman, earned \$48,652.91 during the five years of his apprenticeship training.

At average pay of \$9,730.38 a year, Jerry earned a good living while he learned his trade.

The salary he made is only part of Jerry's success story. He earned additional responsibilities, high grades, and excellent recommendations for his outstanding achievement while training.

Jerry began his apprenticeship training, which was registered and monitored by the N. C. Department of Labor Apprenticeship Training Division, in June 1969 with Associated Mechanical Contractors, Inc. (AMC) of Greensboro. He is now a foreman working on one of their largest projects. This year his estimated earnings as journeyman plumber are \$13,520.

During his on-the-job training at AMC, Jerry worked on eleven different industrial and commercial projects. His dedication and interest in the trade made Jerry an apprentice all the plumbers wanted as their helper.

Jerry's employers at AMC said he finished his training with high grades in field and classroom work. Evaluations recommended "he will make an excellent journeyman plumber." John O. Christopher,

Jr., vice president at AMC, thinks Jerry will be one of the leading superintendents in mechanical construction in the years to come.

"Motivated" is how Mike Klingler, Jerry's related technical training instructor, describes his student. While he received his related training from Guilford Technical Institute, Mike said Jerry wanted to learn as much as he could about his trade.

"Very ambitious" is how Jerry Sells describes himself. He wants to climb up the ladder and perhaps some day open his own business.

Jerry knows his trade, and this past May he had a chance to prove it. He competed in the National Open Shop Plumbing Contest, one of the most outstanding trade contests in the nation. Jerry placed in the top ten after taking a full day of written exams on the aspects of practical plumbing.

Ambition to succeed is not a new direction for Jerry. While attending East Forsyth High School in High Point, his hometown, he was a member of the Distributive Education Club of America (DECA) and served as president his senior year.

As part of his distributive education, Jerry worked in a clothing store and in a furniture warehouse. He also found time to play line-

(Cont'd on page 6)

Apprenticeship Advisory Council Plays Vital Role

Developing training standards for more than 13,000 young North Carolinians enrolled in apprenticeship and other on-the-job training programs is a complex and demanding job which requires the combined expertise of management, labor and government.

Advising and consulting is the function of the Department of Labor's Apprenticeship and Training Advisory Council — a nine member body appointed by the Commissioner to assist in developing standards and policy in this important area.

The Council consists of employer representatives, employee representatives, the director of trade and industrial education, the State assistant director of vocational programs, community colleges, and the Commissioner of Labor, who serves as Chairman of the Council.

Present members of the Apprenticeship and Training Advisory Council are:

Employer representatives: L. Wilbur Decker, Winston-Salem, of Edman Electric Company; Charles B. Jones, Raleigh, of Wainhouse Electric Corporation; Meter Division; Charles Shaw, Greensboro, of Thompson-Arthur Paving Company, Inc.

Employee representatives: William Don Fox, Asheville, of Sheet Metal Workers Union Local 66; Willie Hayes, Wilmington, of Carpenters Union Local 1165; S. E. (Gene) Ruff, Charlotte, of the International Brotherhood of Electrical Workers.

Ex officio members: Charles Law, Raleigh, Director of Occupational Education, State Department of Public Education; Thomas E. Williams, Raleigh, Assistant Director of Vocational Programs, State Department of Community Colleges; William C. Creel, Commissioner of Labor, Chairman.

Prior to North Carolina's "Executive Organization Act of 1971," which reorganized and reconstituted a multiplicity of State

(Cont'd on page 4)



Displaying the "Service to Safety" citation in Chicago are Commissioner Billy Creel and M. F. Biancardi of the NSC.

Jerry Sells

(Cont'd from page 5)

backer for two years at Forsyth High.

Jerry is married to the former Pamela Riley, also from High Point. They have one son, 16-month-old Jason. Jerry's hobbies include bike riding, fishing and hunting.

With ambition and his past successes, Jerry has laid the groundwork to make an outstanding career and a good living for the Sells family.

Jerry's success story has a happy ending for all involved with his training.

For Jerry, it is the reality of being a well-trained tradesman with a career ahead of him. For AMC, it is having a responsible, highly-skilled employee. For the Department of Labor, it is the satisfaction of knowing the mutual benefits derived from their apprenticeship training program.

As John Christopher of AMC explains, "We are 100% behind the apprenticeship program. We feel that our industry needs to train people, and it is especially pleasing when a man of Jerry's caliber completes the program. We are looking forward to a long and enjoyable relationship with Jerry over the years."

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Commissioner Receives NSC's Highest Recognition

Commissioner Billy Creel was honored with the National Safety Council's highest recognition, the "Distinguished Service to Safety" award in Chicago on September 29.

In ceremonies held at the National Safety Congress Industrial Conference meeting, Creel received the award from M. F. Biancardi, vice president for industry on the NSC Board of Directors.

Purpose of the award is to recognize individuals who have made outstanding contributions to the cause of industrial safety.

Creel, who himself has probably presented more safety awards to people than any other living North Carolinian under his N. C. Labor Department's awards program, was praised for his long service in promoting safe work environments.

Dunnagan Heads NSC Executive Committee



Dunnagan

Deputy Commissioner of Labor Bob Dunnagan on Sept. 30 was elected Chairman of the Executive Committee, Wood Products Section, of the National Safety Council. His election came as he attended the National Safety Congress in Chicago with other departmental officials.

In past years, Dunnagan served as Secretary and Vice Chairman of the same committee, and for the past eight years headed the Furniture Millwork Committee.

Jerry Sells success story is possible for any enthusiastic and dedicated apprentice or on-the-job trainee to make true.

"Billy Creel has been one of the strongest supporters of the National Safety Council, not only in his own state but across the country," said Biancardi. "He has been a speaker at the Congress many times during the last few years."

"He was safety director for the State of North Carolina for more than 28 years," Biancardi continued, "and under his guidance the all-industry accident rate dropped 15.8 to 5. The safe training schools he organized throughout the land."

Creel also was cited for his work on several NSC executive committees and on the safety and training committees. A certified safety professional, he has held office in several safety organizations.

CONSUMER PRICE INDEX

—U. S. City Average—

	1971	1973	1974
August	122.1	135.1	150.2
(Increase from August 1973 to August 1974)		5.0	7.0

NORTH CAROLINA

Labor and Industry

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Commissioner of Labor

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Recession & Inflation Bring Major Troubles For Workers And Industry

The beginning of 1975 finds North Carolina and the nation in the grip of the worst economic recession in 30 years and the most severe inflation in recent history.

Since World War II, a controlled rate of inflation has been associated with a growth-oriented economy and has even been widely regarded as being necessary to economic expansion. But in a major recession, such as the present one, mounting inflation becomes a two-edged sword which cuts deepest to the lives of the unemployed and persons on fixed incomes.

Unemployment

Following massive layoffs of workers in major North Carolina industries in late December, the week ending January 3 found more than 177,000 insured Tar Heel workers (those entitled to unemployment compensation) without jobs, reported the Employment Security Commission of North Carolina. That was 10.2 per cent of the State's insured labor force—the highest insured unemployment rate since 1938 when the ESC first began taking claims under the program. Approximately 1,700,000 North Carolina workers are covered by the employment security program.

Total unemployment in the State, including uninsured workers, was much higher, but the figure was not available when this issue went to press.

Highest insured unemployment rates were reported in the textile, machinery, apparel and furniture industries, all of which exceeded 30 per cent joblessness as of January

Twenty per cent of the State's

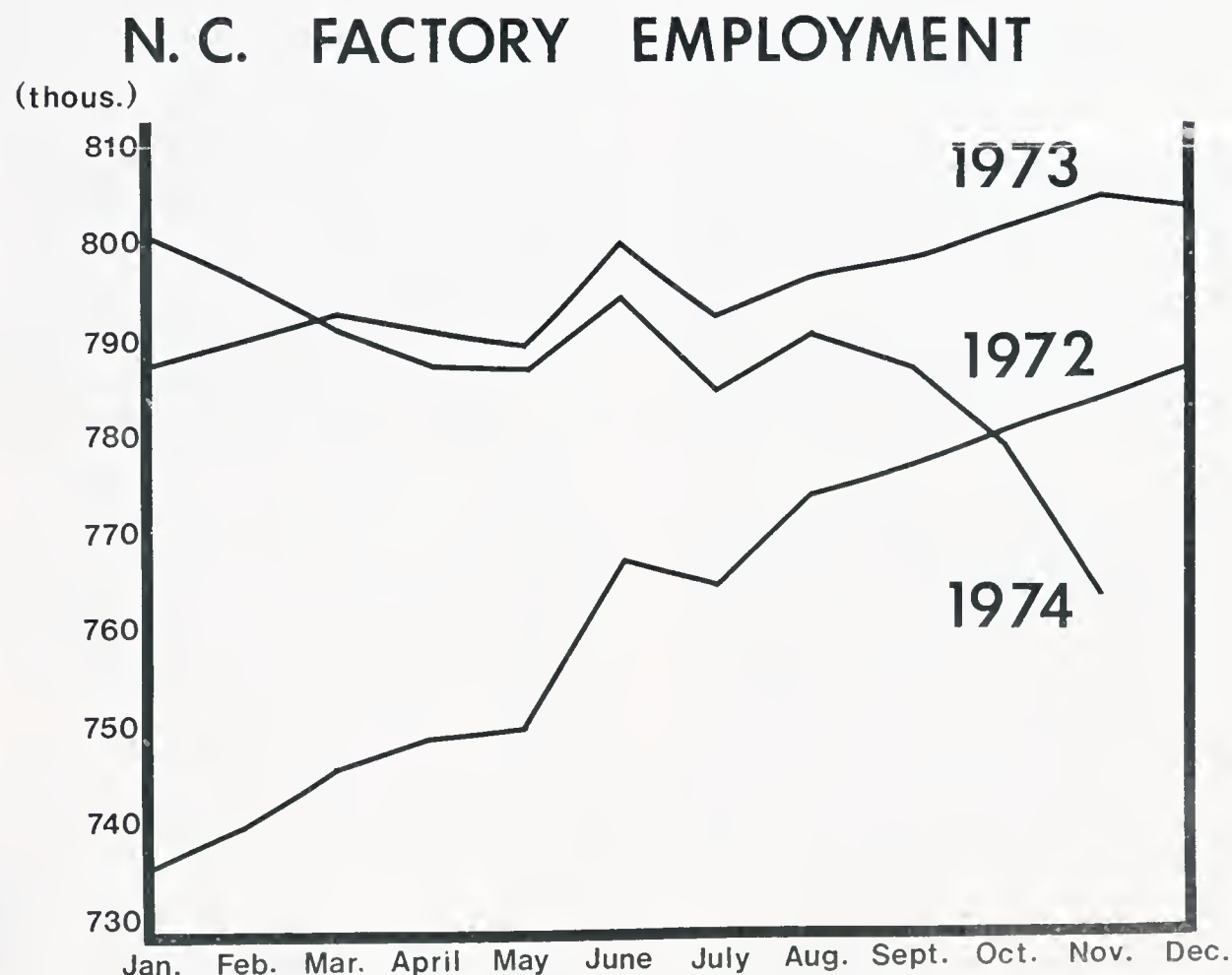
lumber and wood workers were off the job and filing claims for compensation; 14.4 per cent unemployment was registered in the construction industry; 13.5 per cent in the tobacco industry; 9.7 per cent in food products; and 8.3 per cent in metals and machinery. Lowest unemployment was among retail and wholesale trade workers, who had two per cent joblessness.

The 10.2 per cent insured unemployment rate in early January was more than four times the rate recorded in the first week of January, 1974.

Job Downtrend

The employment downtrend, which has been in evidence since August, 1974, was reflected in the

(Cont'd on page 6)



FACTORY EMPLOYMENT DOWN SHARPLY—Employment in North Carolina manufacturing industries, which has been on a long-term upward trend for many years, responded to recessionary conditions during much of 1974 and dropped sharply at year's end. As of mid-November, manufacturing employment was 38,500 below the level of November, 1973. Still lower job levels were reached in December as many industries reported massive layoffs due to high inventories and a slowdown in new orders. Manufacturing industries were first to feel the effects of recession, with worker cutbacks appearing as early as March and April of 1974. By mid-November, even retail trade was reporting job levels below those of the previous year. (DATA SOURCE: Division of Statistics, N. C. Department of Labor, in cooperation with Bureau of Labor Statistics, U. S. Department of Labor.)

From the Commissioner:



Creel

All economic indicators point to "double trouble" for North Carolina workers during 1975.

Inflation, which has become a "way of life" in the United States since World War II, has become a

serious problem in recent years because of the rapid acceleration of its rate. It became almost uncontrolled during 1974. During the last quarter of the year, economic conditions worsened to the point of becoming a recession.

We are now in the midst of the worst recession since World War II and the worst inflation in recent history.

It appears that both will become much worse this year.

This issue of our *North Carolina Labor and Industry* bulletin is devoted to our economic situation and to the Division and people who make possible much of the statistical information by which we customarily measure and evaluate economic trends.

It is certainly not our purpose to cause panic on the part of either employees or employers. We are trying to show what the figures and factors point out—the trends which may be helpful in adjusting to these conditions and, where possible, making corrections to modify the pace of inflation and to help us come out of the recession.

It is our hope that the practical articles and charts in this issue will help us all to understand better the complex economic conditions which vitally affect our State.

Recessions are not caused by talking about unfavorable employment situations or by presentations of factual conditions by the news media. A recession such as we have now, if not arrested and reversed, can snowball into a severe depression. Such recessions are caused by spending more than we make, improper management of the economy, waste of resources, and by other conditions which in the final analysis are controllable

Labor Statistics:

State, Federal Agencies Have Cooperative Program

By Earle Bradley,
BLS Supervisor

Current employment statistics are developed in North Carolina through a cooperative program between the Bureau of Labor Statistics, U. S. Department of Labor, and the N. C. Department of Labor.

The CES Program develops monthly estimates of production worker employment, average hourly and weekly earnings, and average hours worked in the nonagricultural establishments of North Carolina.

The CES program is based upon a sample consisting of some 5,000 employers who report their data each month. About 2,100 of these are engaged in manufacturing. The others are in nonmanufacturing

by government, management, workers and consumers.

If we fully realize and understand our economic situation, and are willing to do something about it, the answers can and will be found.

Let's start now!

activities and government.

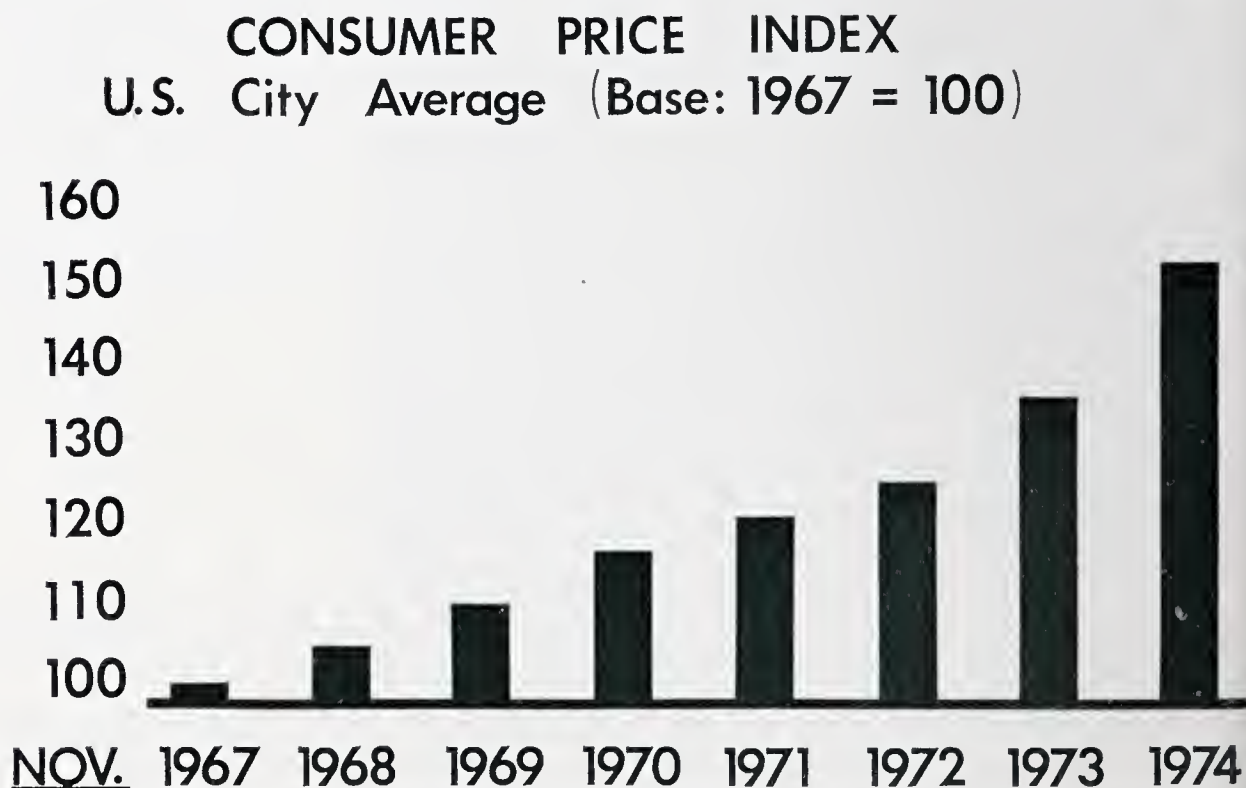
Work of the CES program is done by six full-time employees, including four Federal staff members and two State employees.

Statewide data are developed, by industry classification, and similar data are produced for four of North Carolina's "Standard Metropolitan Statistical Areas." Due to insufficient personnel, data are not at present developed for three additional SMSA's. These include the Burlington, Fayetteville and Wilmington areas. It is hoped that increased staff and better cooperation from local area employers will enable us to develop data for these areas within the next few years.

The CES program data are published each month in a statistical newsletter, *Trends in Employment, Hours and Earnings in North Carolina*. This newsletter is mailed to some 5,100 firms, individuals, schools, development groups and news media.

Two factors contribute most to the efficiency of this program: promptness of reporting and accu-

(Cont'd on page 6)

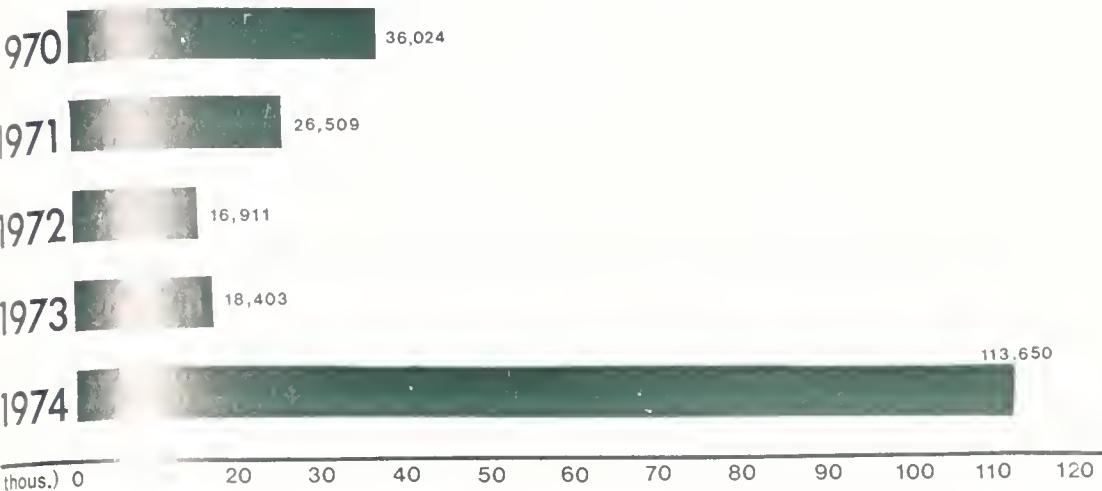


CONSUMER PRICES SKYROCKET—Inflation, as measured by annual increases in the U. S. Department of Labor's Consumer Price Index, proceeded at rates of increase which were high but not too seriously disruptive of the economy during the years 1967-1972. Percentage increases were recorded at 4.7% in 1968, 5.7% in 1969, 5.6% in 1970, 3.5% in 1971, and 3.5% in 1972. Then in 1973 inflationary forces swung into high gear as the Index moved up 8.4 per cent. Having gathered that much momentum, price inflation switched into overdrive in 1974, recording an annual increase of more than 12 per cent. (DATA SOURCE: Consumer Price Index—U. S. City Average, Bureau of Labor Statistics, U. S. Department of Labor.)

N. C. INSURED UNEMPLOYMENT BENEFITS

Number of weeks claimed:

Second week of December, 1970 - 1974



UNEMPLOYMENT BECOMES SERIOUS PROBLEM — Unemployment in North Carolina usually holds to a much lower rate than in the nation. As the year 1974 ended, it was no longer the case. Joblessness came to North Carolina with a vengeance. Many thousands of workers were laid off. The chart above illustrates the point. In the second week of December, from 1970 through 1973, the number of weeks of unemployment benefits claimed by insured, jobless workers in the State remained at relatively low levels; but in that week in December, 1974, jobless workers claimed benefits for a total of 113,650 weeks. (DATA SOURCE: Bureau of Employment Security Research, Employment Security Commission, North Carolina.)

Recession Brings Serious Unemployment In State

By Shirley Bradley

Supervisor

Current Employment Statistics

For many years, the number of employees in the nonfarm industries of North Carolina has increased from year to year. With occasional slowdowns during periods of recession, nonfarm employment has grown dramatically for nearly 30 years since the end of World War II.

These employment gains have accomplished a long-term expansion of the state's entire economy. They reflect the results of the State's industrial promotion efforts, the acquisition of new plants, the expansion of existing plants, and the "mushrooming" effect which the establishment of new manufacturing facilities always has upon the nonmanufacturing sector of the economy.

While North Carolina has made great economic strides in the last 30 years, the effects of the present recession are being acutely felt in

the form of slower business and widespread layoffs. We have grown so accustomed to industrial growth and rising employment that it comes as a shock when we observe employment in industry after industry drop to levels substantially lower than they were a year ago.

In mid-November, 1974, there were estimated to be 2,028,400 job holders in the State's nonfarm establishments. This represented a decline of 21,000 from the November, 1973 level.

Manufacturing employment, totaling 768,200 in November, 1974, was down by 38,500 from the year-ago level. The list of industries reporting lower employment over the year included: lumber, furniture, stone, clay and glass, primary metals, fabricated metals, electrical machinery, transportation equipment, food products, tobacco, textile mill products, apparel, paper products, and rubber products. Lower job levels also were reported by transportation and wholesale and retail trade.

Manufacturing was first to feel the effects of the current recession.

Worker cutbacks first appeared in the mid-February to mid-March period in 1974 and have continued from month to month except for the May-June and July-August periods when seasonal gains overbalanced the reductions in other industries.

More than 38 per cent of the employees in North Carolina's non-farm establishments worked in manufacturing industries in mid-November. We ranked ninth among the 50 states in total number of manufacturing workers; but we were first in the nation in the proportion of our nonfarm employees working in manufacturing. No other state had as high a percentage of factory workers as North Carolina.

Historically, the unemployment rate in North Carolina has been substantially lower than that of the nation. However, this was not true in November, 1974 when the U. S. rate approximated 6.2 per cent while the North Carolina rate jumped to 6.6 per cent.

The factory workweek dropped to a 38.1-hour average in November. This was the lowest of any mid-November period on record. (Our departmental records go back to 1936). Except for adverse weather conditions during some winter months, we have to go back to May, 1958 (a mild recessionary year), when the workweek averaged 37.5 hours, to find a lower non-winter monthly average than the 38.1-hour average of November, 1974.

What lies ahead? We believe the current trend of worker cutbacks and shortened workweeks will continue through the first part of 1975. The length of the workweek may begin to taper off near a 35 to 37-hour average. Mid-winter employment reductions, coupled with after-Christmas declines, will occur as usual with the result that further releases of job holders will compound an already high level of unemployment. If North Carolina should experience a wet, snowy or icy winter for any prolonged period, then still lower hours of work and lower weekly earnings will contribute more to an already aggravated condition.

OSHA Program Develops Statistics On Injuries And Illnesses In State

By Bill Beckwith
Supervisor

OSHA Recordkeeping Program

Keeping records on occupational injuries and illnesses is one of the requirements established by the Occupational Safety and Health Act of 1970.

The OSHA Statistics Section has developed and maintains an ongoing program of collection, compilation and analysis of statistics on work injuries and illnesses in North Carolina. This unit collects data annually from approximately 17,000 North Carolina firms. Once compiled and analysed, these data provide an analytical guide to help recognize and concentrate on the more hazardous areas of work.

Data collected includes annual average employment, total hours worked during the year, nature of business, number of occupational injuries and illnesses, fatalities, lost workday cases and days, and nonfatal cases without lost workdays.

The OSHA Statistics Section is the N. C. Department of Labor's agent for coordinating the injuries and illnesses surveys with the Bureau of Labor Statistics, U. S. Department of Labor, in formulating statistics for North Carolina.

One of Every Ten

The 1972 survey results indicate that, on the average, one out of every ten workers in private industry in North Carolina experienced a job-related injury or illness. This average coincides with the same ratio on the national scale.

Construction industry employees had an incidence rate of 18.3 per 100 employees. Manufacturing employees had 12.1 injuries or illnesses per 100 employees. Transportation and public utilities had 8.6 cases per 100 employees. Wholesale and retail trade employees had 7.7 injuries and illnesses per hundred employees.

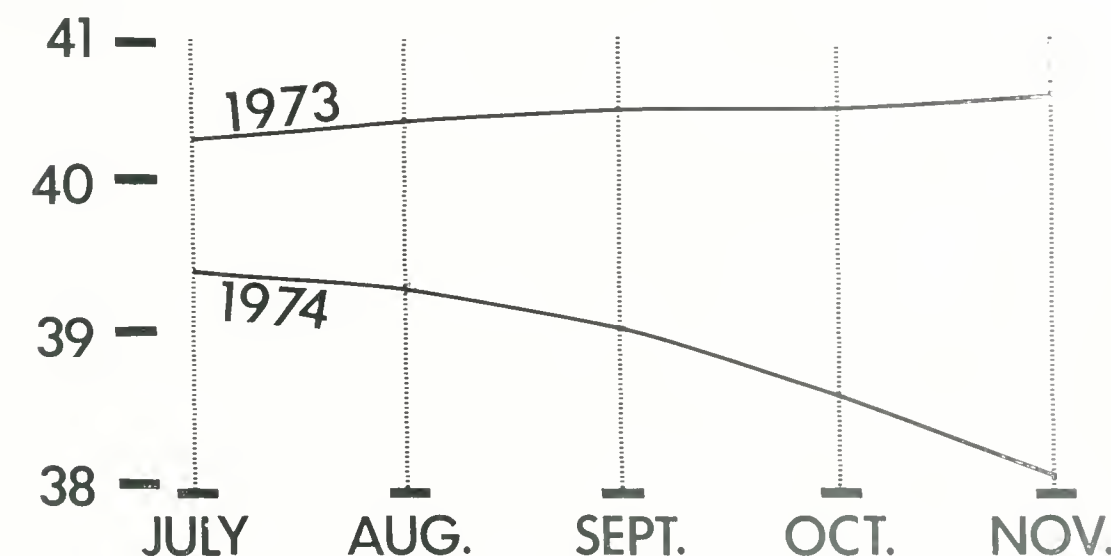
The results of the 1972 and 1973 surveys are being analysed and soon will be ready for publication.

A new phase of OSHA record-keeping began on August 1, 1974, when State and local government units came under the Act. The public sector will be surveyed beginning in February, 1976, and the same criteria for reporting will be used as for the private sector. The data collected will give, for the first time, an indication of the safety and healthfulness of working conditions under State, county and city governments in North Carolina.

One further important program was begun in 1971 by the OSHA Statistics staff in cooperation with the U. S. Department of Labor and the North Carolina Industrial Commission. Under this program we are collecting data on injuries and illnesses covered by the Workmen's Compensation Act and reported to the Industrial Commission. The data will provide more detailed information for evaluating the incidence of injuries and illnesses by their nature and causes in the work place. Heretofore we have had only reports that a firm had had an injury or illness.

AVERAGE N.C. FACTORY WORKWEEK

hours



FACTORY WORKWEEK DROPS — For more than 800,000 North Carolina workers who customarily earn their living by working in the State's manufacturing industries, a shorter workweek means a smaller paycheck. In November, 1974, their workweek dropped to an average of 38.1 hours. This was the shortest mid-November average factory workweek on record for North Carolina. (Our records go back to 1936.) Many employers were reported to be scheduling shorter working hours instead of laying off employees. The chart above shows average workweeks recorded in North Carolina manufacturing throughout the year 1973, and up through November, 1974. (DATA SOURCE: Division of Statistics, N. C. Department of Labor, in cooperation with Bureau of Labor Statistics, U. S. Department of Labor.)

STATISTICS DIVISION
PROVIDES INFORMATION

(Cont'd from page 5)

Our data processing unit has punched and verified approximately a half-million cards during the past year for the various divisions of the Department of Labor. Cards are sorted and collated in order to produce requested tabulations.

Reports are collected and assembled each month on building permits issued by 38 North Carolina cities having 10,000 or more population. This information is published monthly, providing data for each of the cities including estimated construction costs, number of single-family units, multi-family units, and nonresidential units.

CONSUMER PRICE INDEX

—U. S. City Average—

(1967 Base)

	1971	1972	1973	1974
December	123.1	127.3	138.5	151.4
(Increase from December 1973 to December 1974: 12.2%)				



THEY DIRECT LABOR DATA PROGRAMS — Elizabeth Ann Yelvington, Director of the Division of Statistics of the N. C. Department of Labor, is shown with her two top associates in the Department's statistical data programs: Earle L. Bradley (left), Bureau of Labor Statistics (U. S. Department of Labor) Supervisor of the Current Employment Statistics program, and William T. Beekwith, Supervisor of the Occupational Safety and Health (OSHA) Recordkeeping program. Bradley supervises the Department's monthly output of information on employment, hours and earnings in North Carolina's nonfarm establishments. Beekwith supervises the production of data on fatalities, injuries and illnesses in all Tar Heel establishments subject to the Occupational Safety and Health Act. A total of 21 employees work in these programs.

Statistics Division Provides Information On State's Labor And Industry

By Ann Yelvington
Director
Division of Statistics

The Division of Statistics of the N. C. Department of Labor is composed of three cooperating units having a combined 21-member staff. The Division produces and publishes indicators each month to depict economic conditions in North Carolina.

Two of our principal activities are cooperative programs with the Bureau of Labor Statistics of the U. S. Department of Labor. These are the Current Employment Statistics program and the Occupational Safety and Health Recordkeeping of Injuries and Illnesses.

The Current Employment Statistics program develops and maintains an effective collection and analysis of employment, hours and earnings data from nonagricultural establishments in North Carolina. These data are collected through employer reports. Estimates are published each month, by industry, on a statewide level and for four Standard Metropolitan Statistical Areas in the State.

A monthly publication, *Trends in Employment, Hours and Earn-*

ings, is mailed free to subscribers throughout the State and to a limited number of out-of-state subscribers. (You may receive this publication upon request.) Monthly figures are reported to the Bureau of Labor Statistics, U. S. Department of Labor, in Atlanta to be included in regional reports and also to Washington for the national reporting of economic indicators.

Individual industries use these employment, wage and hours indicators to assess their economic conditions and to compare with trends in other states and in the nation.

We sincerely appreciate the cooperation of employers in our State for reporting these data to us. North Carolina has a very high response rate for data requested from employers.

Safety and Health

The Occupational Safety and Health Recordkeeping program became effective under the Occupational Safety and Health Act of 1970. Its purpose is to aid in assuring safe and healthful working conditions for the nation's wage earners.

Under the Act, each employer has the general duty to furnish his

employees employment and places of employment free from recognized hazards causing, or likely to cause, death or physical harm. The employer also has the specific duty of complying with safety and health standards. Keeping records on occupational injuries and illnesses is one of the safety standards.

This recordkeeping program comprises the collection, compilation and analysis of statistics on work-related injuries and illnesses in North Carolina.

Incidence rates — the number of injuries and/or illnesses per 100 employees working full time for one year — will be published annually for industries in the State.

Under this Occupational Safety and Health program we also are collecting data on injuries and illnesses reported to the North Carolina Industrial Commission as required by the N. C. Workmen's Compensation Act. These data will provide reliable measures for evaluating the incidence, nature and causes of injuries and illnesses in the working places of North Carolina.

(Cont'd on page 4)

WE THANK YOU!

The Department of Labor is able to provide information on employment, hours and earnings on a statewide basis and for selected metropolitan areas because of the cooperation and participation of employers in North Carolina.

We hope to be able to expand our coverage to include more area data on employment, hours and earnings. However, to accomplish this we need more participation of local employers in our monthly sample program.

We thank all employers who are assisting us in this endeavor and urge all Chambers of Commerce, trade associations, and development groups to impress upon their members the value of such cooperation.

COOPERATIVE PROGRAM

(Cont'd from page 2)

racy of data provided. We believe that most of the North Carolina employers involved in the CES program provide both of these to the Department of Labor.

How may these data be used? To mention but a few of their practical uses: they are used in establishing or reevaluating wage scales, in determining plant locations, in opening branch operations, in establishing labor turnover rates, and as historical trends are employed as keys for future planning. From the viewpoint of many governmental agencies, employment, hours and earnings data are prime economic indicators at the local, State, and national levels.

The CES program is conducted in all 50 states. All information reported is held in confidence: no

RECESSION AND INFLATION BRING MAJOR TROUBLES

(Cont'd from page 1)

mid-December nonfarm job estimates prepared by the N. C. Department of Labor's Division of

data are released that would in any way reveal an individual firm or trends occurring in any particular establishment.

Other data available from the North Carolina CES unit include the Consumer Price Index ("cost of living"), area wage surveys made by the BLS Atlanta regional office, and other information relating to North Carolina.

While limited staff does not permit development of information in response to all of the varied inquiries which we receive, we welcome requests for information and make every possible effort to assist people needing statistical data.

Statistics, and in the reports for several previous months.

Fourteen major manufacturing industry groups reported to the Department showed employment levels below those of November 1973. Job declines also appeared in construction, transportation, and retail and wholesale trade.

A mid-December drop in retail trade is most unusual, occurring just before Christmas, but the Department report shows a 12,700 fewer retail workers than in the mid-December week of 1973.

Shorter Workweek

The N. C. factory workweek slumped to 37.6 hours in December — the lowest December average on record. Earnings of factory workers averaged \$12.70 per hour, a gain of less than one percent over December, 1973. Consumer price levels jumped 12 percent during 1974.

Other major factors of the recession-inflation picture in North Carolina include a drastic slump in construction, high interest rates, high factory inventory, delayed delivery dates on orders, and slackening pace for new orders.

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W. C. CREEL

Commissioner of Labor

ALMON BARBOUR Editor

LINDA MILLER Associate Editor

Vol. XLII, No. 1 Jan/Feb., 1974

BUILDING PERMITS IN 38 N.C. CITIES

\$millions

80
70
60
50
40
30
20
10
0



NOV '72 NOV '73 NOV '74

BUILDING PLUMMETS IN N. C. CITIES — Estimated cost of building authorized by 38 N. C. cities of more than 10,000 population in November, 1974 was 38.9 per cent lower than in November, 1973, and was not much more than a third as high as in November, 1972. Building has been hit hard by the recession. In December, 1974, reports the Employment Security Commission of N. C., insured unemployment amounted to 11 per cent in the Tar Heel construction industry. New residential construction in the cities in the first eleven months of 1974 was down more than 50 per cent compared with the same period in 1973. Single-family dwellings dropped from 6,000 to 4,000 in the 11-month period, while multi-family units dropped from 11,500 in 1973 to 3,600 in 1974. (DATA SOURCE: Division of Statistics, N. C. Department of Labor.)

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Legislative Program:

Mine, Boiler, Wage Payment & Minimum Wage Bills Introduced In Assembly

Four pieces of proposed legislation in which the Department of Labor is vitally interested have been introduced in the 1975 General Assembly and are under consideration by legislative committees.

The proposed laws would regulate the safety and health of North Carolina miners, expand the coverage of the State Boiler Law, establish a uniform wage payment, and hike the North Carolina minimum wage from \$1.80 to \$2.00 an hour.

These four bills represent the Department's 1975 legislative program.

Miners' Safety & Health

The Miners' Safety and Health Act (House Bill 542) was introduced in the House of Representatives on March 26 by Rep. Benjamin T. Tison, III, of Mecklenburg County. An identical measure (Senate Bill 480) was introduced in the Senate on April 1 by Sen. Pinewood Smith of Guilford County. This bill would "provide for the safety and health of miners in the state of North Carolina, ... provide for the enforcement and administration of this act, and ... provide authorization to enter into an agreement between the state and the federal government."

Generally, this bill implements the policy of promoting safe and healthful working conditions in mines (including quarries and sand and gravel pit operations), and replaces General Statutes Chapter 74, Articles 1 and 2, concerning the operation and inspection of mines.

The bill authorizes the Commissioner of Labor to appoint a director, other staff, and a seven-member advisory council to assist in

administering the act. It requires the Commissioner to issue safety and health standards for mines. It provides that the Division of Health Services of the Department of Human Resources shall have responsibility for research and recommendation of health standards.

The bill empowers the Commissioner to modify the application of any standard upon petition by the mine operator (subject to the Administrative Procedure Act, General Statutes Chapter 150A).

The bill authorizes the Commissioner, through the director, to make routine mine investigations and to investigate accidents. Miners may request inspections and their representatives may accompany the inspector.

In the event of an accident, the mine operator must notify the Commissioner or director, who may take any action he deems appropriate to protect the life of any person. If inspection indicates imminent danger, the Commissioner may take such action as ordering the evacuation of the mine or stopping the use of dangerous equipment.

The bill requires each mine operator to file with the Commissioner his name, the name and location of each mine, and the identity of the officer in charge of safety and health at the mine. It provides procedures for holding hearings on order of the Commissioner and for judicial review. It authorizes the Commissioner to require mine operators to keep records and to report on mine accidents.

The following violations are made misdemeanors, subject to penalties of fines up to \$10,000 and/or up to 60 days imprisonment:

wilful violation of a standard or order issued under authority of the act that causes death or serious physical harm; knowingly making false statements in applications or other documents required by the act; and offering or selling equipment as being in compliance with the act with knowledge that such equipment does not comply.

The proposed act prohibits the discharge or discrimination against any miner who has reported a violation, testified or filed an action, and provides the Commissioner with authority to order the reinstatement of such miner after a hearing.

The bill also authorizes the Commissioner to enter into an agreement with the federal agency enforcing safety and health standards in mines.

If enacted, the Miners' Safety and Health Act will become effective on January 1, 1976.

Commissioner W. C. Creel has indicated his strong interest and support of a plan to bring mine safety and health administration under State control by concluding a State-Federal agreement similar in some respects to the contract under which OSHA is now administered in North Carolina.

This plan would involve conclusion of an agreement between the North Carolina Department of Labor and the Mining Enforcement and Safety Administration (MESA) of the U. S. Department of the Interior. Enactment of the proposed Miners' Safety and Health Act would pave the way, legally speaking, for such an agreement.

(Cont'd on page 3, col. 3)

From the Commissioner:



Creel

General Assembly.

Two of these bills deal with employee safety. The first would enable our Mine and Quarry Division to enter into an agreement with the Mining Enforcement and Safety Administration (MESA) of the U. S. Department of the Interior to make inspections in mines and quarries now covered by the federal laws governing mines and quarries. At the present time, inspections of these operations are made both by the federal agency and the North Carolina Department of Labor's Mine and Quarry Division.

We believe that the experience of our State mine inspectors will enable us to give better safety and health protection to the mine and quarry workers of North Carolina, and at the same time save money by eliminating duplication of inspections.

The second safety bill concerns our Boiler Inspection Division. We are a "National Code" state, which means that boiler inspections made in North Carolina are in accord with the best national standards. At present, however, certain types of unfired pressure vessels covered by the national regulations are not covered by our State Code. This bill will bring our standards into conformity with the national regulations and will afford better safety protection to both the workers and the property of employers of our State.

The two other bills deal with wages and wage payment. The first would raise the present North Carolina minimum wage from \$1.80 to \$2.00 an hour, which would increase our State minimum wage to the present federal minimum required in those establishments cov-

In an effort to continue to meet service needs of North Carolina employees and employers, our Department has proposed four new bills which have been introduced in the 1975

Safety Board Hears Sen. Henley, Dr. Royster

Senator John Henley, President Pro-Tem of the North Carolina Senate, and Dr. Larry Royster, Associate Director of the NCSU Center for Acoustical Studies, were the principal speakers at the spring meeting of the Labor Department's Safety Advisory Board, held April 4 at the Hilton Inn in Raleigh.

Sen. Henley, who spoke at the Board's breakfast meeting, discussed the work of the N. C. General Assembly, outlining in general several important areas in which public legislation is pending and the problems confronted by legislators striving to balance expanding agency budget needs against contracting revenues during a period of economic recession.

Dr. Royster addressed the Board's business meeting on the subject, "Problem: Noise Is Number One." An outstanding authority on industrial noise, Dr. Royster presented graphically the problem of hearing loss which is experienced widely by employees who are exposed over long periods of time

to noise levels exceeding certain acceptable levels. He warned that compensation laws relating to hearing loss are going to be changed drastically within the next several years, with the emphasis shifting in the direction of protecting the employee, and urged the Safety Advisory Board members to act now to reduce and control damaging noise levels in industry. The time will soon come when it will pay to be numbered among the "good guys" who have taken effective action to conserve the hearing of their employees by controlling and reducing plant noise levels, he declared.

Deputy Commissioner Bob Dunnigan presided over much of the meeting in place of Commissioner Creel, whose presence was required at important legislative hearings. Other speakers included State OSHA Director Ray Boylston, OSHA Education and Training Director George Jones, and Chairman Hazel Ramsey of the Board's Membership Committee.

Slide Show To Depict Labor Department Services

Labor Department Services in North Carolina is a two-part color slide and soundtrack show which is being developed by the Department's Orientation Program Committee.

Part I, already completed, is a 19-minute presentation to be used for the orientation of all new Labor Department employees. Entitled "You and Your Job," this program presents the various actions and procedures involved in

being developed by the Fair Labor Standards Act since 1967.

A second wage bill, dealing with wage payment, would permit our field representatives who find unpaid back wages under the N. C. Minimum Wage Law to assist employees in collecting wages due them in those rare cases where employers refuse to pay without court action.

becoming a Labor Department employee.

Part II, in the planning stage at present, will outline a broad picture of "Labor Department Services," showing the many ways in which the Department serves the "health, safety and general well being" of the people. This program will be used both for new employee orientation and for public presentation.

The scripts are written by Publications Director Almon Barbour, chairman of the Orientation Program Committee, and the photos, charts and other illustrations are produced by the Information and Publications Division.

Committee members involved in planning and reviewing the programs are Labor Department staff members Max Avery, Evelyn Crump, Corene Hardee, Mignon Harden, Russel Hieb, George Jones and Linda Miller.

1,600 Firms Honored For Outstanding Safety Accomplishments During 1974

More than 1600 North Carolina industrial and service establishments will be honored this spring for having made outstanding safety accomplishments during 1974 in the 26th annual Department of Labor safety award presentation.

Comptroller Billy Creel will present the Department's colorful "Certificate of Safety Achievement" to representatives of the award-winning plants at special luncheon and dinner programs in 17 Tarheel cities during April, May and June.

The luncheon presentation events are sponsored jointly by the Labor Department and city-county chambers of commerce or other industrial promotion groups.

A new color slide-illustrated program "Your North Carolina Department of Labor 1975" will be featured in each of these presentations. The program, narrated by Commissioner Creel, will explain the principal functions and services of the Labor Department with emphasis on safety.

Although safety award presentations have been going on annually for 26 years, five companies will be cited for operating within safety guidelines for 28 years. The follow-

ing award-winning firms will receive 28-year plaques: Charlotte Workshop for the Blind; Union Carbide Corp. — Linde Division, Combination Plant; Firestone Textiles; Western Electric Co., N. C. Works—Burlington Shops; Texaco Inc. of Wilmington.

The safety award presentations have been scheduled as follows:

Morganton, Community House, 6:30 p.m. April 7; Winston-Salem, Brown Bottle Hospitality Room, Joseph Schlitz Brewing Co., 6:30 p.m. April 8; Greensboro, Albert Pick Motel, noon April 9; Gastonia, Ashbrook High School, 7:00 p.m. April 15; Charlotte, YMCA, 6:00 p.m. April 17; Concord, Hotel Concord, 6:30 p.m. April 24; Asheville, Asheville-Buncombe Technical School, 7:00 p.m. April 25; Lincoln, Lincoln House Restaurant, 7:00 p.m. May 1; Thomasville, Woman's Club, 6:30 p.m. May 5; Hickory, American Legion Building, 7:00 p.m. May 7; Burlington, Holiday Inn Restaurant, noon May 9; Asheville, Sir Robert Restaurant, 6:30 p.m. May 9; Statesville, Ramada Inn, 7:00 p.m. May 13; Greenville, Moose Lodge, 7:00 p.m. May 14; New Bern, Ramada Inn, 7:00 p.m. May 15; Shelby, Shelby High School, 7:00 p.m. May 20; Albemarle, YMCA, noon June 5.

'75 LEGISLATIVE PROGRAM (Cont'd from page 1)

Boiler & Pressure Vessel Act

Senate Bill 481, introduced in the Senate on April 1 by Sen. Lynwood Smith of Guilford County, embodies the Uniform Boiler and Pressure Vessel Act of North Carolina. The bill is identical with House Bill 648, introduced in the House April 4 by Rep. Tison and co-signed by Reps. W. Craig Lawing of Mecklenburg, Mrs. Jo Graham Foster of Mecklenburg, and Charles Edward Webb of Guilford.

The bill creates within the Department of Labor the Board of Boiler and Pressure Vessel Rules. This board would consist of seven members appointed by the Commissioner of Labor for five-year, staggered terms and chosen from the boiler and pressure vessel industries, including boiler manufacturers and pressure vessel manufacturers; owners, users, insurers, steam engineers, and heating contractors. The bill authorizes this board to examine and certify applicants for inspectors' commissions and, with the Commissioner of Labor, to regulate boiler and pressure vessel inspection.

The bill creates the office of Director of the Boiler and Pressure Vessel Division responsible for administering a program of periodic inspection of all boilers covered by the act. It prohibits the use of a boiler without an inspection certificate, provides for appeal from the board's or director's denial of a certificate or inspector's commission, and makes violation a misdemeanor punishable by a \$1,000 fine and/or 30 days imprisonment. The bill makes misrepresentation of oneself as an authorized inspector a misdemeanor punishable by a \$1,000 fine and/or six months imprisonment.

This act would become effective on January 1, 1976.

Boilers and pressure vessels owned by the federal government, those located in private residences, and others beneath certain size and power limits are included in the list of ten different categories of boilers and pressure vessels which are exempted from the act.

(Cont'd on page 4)

MINE, BOILER, WAGE PAYMENT AND MINIMUM WAGE BILLS INTRODUCED IN ASSEMBLY

(Cont'd from page 3)

Principal effect of this bill will be to provide broader inspection coverage for a variety of pressure vessels which are not at present covered under North Carolina's boiler law. It will expand coverage to include all types of vessels included under Section 8 of the Boiler Code of the American Society of Mechanical Engineers. Thus, the bill would bring general boiler and pressure vessel safety regulation in North Carolina up to nationally recognized standards.

Uniform Wage Payment Act

House Bill 541, setting forth the "Uniform Wage Payment Law of North Carolina," was introduced in the House March 26 by Rep. Tison. An identical measure, Senate Bill 482, was introduced in the Senate April 1 by Sen. Lynwood Smith.

This bill would regulate generally the manner of payment of employees, covering employers and employees who are already subject to the State Minimum Wage Act. It excludes from coverage farm laborers, domestic servants, voluntary workers for charitable organizations, persons under 16, persons under 18 in the employ of their parents, salesmen on commission, taxi drivers, persons over 65, and various other groups already exempt under the Minimum Wage Law.

The act would require weekly, bi-weekly, or monthly pay periods on paydays designated in advance by employers. Employees would receive on payday all wages accruing as of the preceding pay period. No wages may be held against the performance of future tasks.

When an employee is discharged, quits, is laid off, or has work suspended due to a labor dispute, he must receive all wages owed by the next regular payday. No wages are to be withheld unless required by law, authorized in writing by the employee, or for health service "pursuant to any rule or regulation" and without financial benefit to the employer.

The act provides that the employer must notify the employee in writing at the time of hiring of the rate of pay, vacation and sick leave policies, and payday, and that the employer post a notice on vacation, sick leave, and any changes in a place accessible to the employees.

The law would prohibit waiver of its provisions by private agreement.

Enforcement provisions include (1) prosecution of employer for misdemeanor (punishable by \$100 to \$500 fine and/or 30 days imprisonment); (2) suit by employee (employee may recover unpaid wages plus "liquidated damages" of ten per cent of total unpaid wages for each working day the employer delays payment up to an amount equal to the total unpaid wages); and (3) action by the Commissioner of Labor.

The act authorizes the Commissioner to adopt regulations to implement the act, investigate alleged noncompliance, make findings, order actions, and enforce orders in the Wake County District Court. The Commissioner also may proceed in court as the employee's representative to recover unpaid wages or to enforce compliance with the act.

The Uniform Wage Payment Law would become effective on January 1, 1976.

Raise Minimum Wage to \$2.00

House Bill 8, introduced in the House January 15 by Reps. Robert L. Farmer of Wake County and Thomas O. Gilmore, Sr., of Guilford County, would increase the North Carolina minimum wage from its present \$1.80 per hour to \$2.00 an hour, effective October 1, 1975.

Such an increase would bring the minimum wage for those retail and service-industry workers covered only by the State law into line with the Federal minimum required for comparable workers in establishments covered by the Fair Labor Standards Act.

ALL-EMPLOYEES MEETING TO BE HELD ON JUNE 19

The 1975 "All-Employees Meeting" of N. C. Department of Labor will be held at the Hilton Hotel in Raleigh on June 19.

More than 200 employees and their wives, husbands and guests will attend the social hour, luncheon and dance at the Hilton on the evening of June 19.

The gala social affair will be preceded by an afternoon business meeting in the auditorium of the Archives & History-State Library Building. Official division meeting will follow on June 20.

MINE & QUARRY GOALS

(Cont'd from page 5)

contained breathing apparatuses part of their preparedness plan.

"We are dead serious about conducting this division in a professional way. And we are well on our way towards reaching that goal," he concluded.



STORE MANAGER COMPLETES ON-JOB TRAINING — Macks Store personnel director Albert L. Davis (left) congratulates Bernie King upon his completion of on-the-job training as assistant manager of the Macks Store in Rocky Mount, while Martha Blalock, apprenticeship field representative trainee, looks on. The completion is typical of many such jobs which North Carolina trainees learn under the State-sponsored OJT Program.

Regional School On Safety & Health Planned For Wilmington August 14-15

"Environmental Health in Industry, Chemical Hazards, and Noise Standards—Present and Proposed" is the general theme of the Regional School on Safety and Health to be held in Wilmington on August 14 and 15.

Directed mainly at industrial management and supervisory people who are responsible for safety and health in their plants, the two-day school will feature many presentations by recognized industrial safety and health professionals and national and state authorities, including state OSHA officials.

The regional school will be held at the Wilmington Hilton at 301 N. Water Street.

Officers of the school were chosen at a preliminary meeting in Wilmington on February 4th. They are: O. B. Stever, safety director for Federal Paper Board Company, Inc., School Director, and A. L. Simon, administrative assistant for Ideal Cement Company, Associate School Director.

Inquiries concerning registration should be directed to: The Safety School, N. C. Department of Labor, P. O. Box 27407, Raleigh, North Carolina 27611.



TOP NOTCH APPRENTICE PROGRAM—Apprenticeship training in the tool and die maker trade is a big thing at Servtex Corporation and Versatool, Inc. in Sanford. When Servtex President A. M. Ankrom (third from left) presented Charles Garner (front, center) his Certificate of Completion of Apprenticeship, all the other tool and die maker apprentices from both operations gathered 'round to watch. From left, they are: David O'Quinn, Johnny Faircloth, Joseph Bradley, Ronnie Holder, Russell Townsend, Richard Patterson, and Joseph Hunter. Another Servtex apprentice, James Diggs, was not present. An Air Force veteran and native of Pinchurst, Garner is said by the Servtex management to be an excellent tool and die maker and to be very active in local civic affairs.

Professional Responsibility, Total Preparedness, Stressed As Goals

Mine & Quarry Division Expands Service Concept



Brandon

The Mine and Quarry Division, under the guidance of Director Jim Brandon, is nearing its goal of complete professional responsibility and total preparedness.

The "Total Preparedness Plan," as outlined by Brandon, is a safety training plan undertaken to prepare and equip all field personnel for any contingency or emergency that might arise. The plan, which contains three parts, enables the mine inspectors to do more than "just stand by wearing hard hats during a mine rescue or other emergency," explained Brandon.

The preparedness plan includes the following as its goals: (1) to provide personal protective equipment and testing equipment to detect airborne contaminants, (2) to train inspectors for mine first aid

and to furnish all field personnel with kits designed especially for mine first aid, (3) to train for mine rescue, including the use of self-contained breathing apparatus.

Mine inspectors now carry with them at all times proper clothing, personal protective equipment, and their specialized first aid kits.

"Our inspectors are ready to leave on a moment's notice to go to an emergency," Brandon commented.

Recently the mine inspectors completed mine rescue training, the third part of the division's Total Preparedness Plan.

The training was a 20-hour course conducted by the Federal Mining Enforcement and Safety Administration for both state and federal inspectors located in North and South Carolina. The course covered the use of self-contained breathing apparatus, in addition to other mine rescue techniques.

To be eligible to enroll in the course each inspector had to successfully pass a physical exam.

Brandon explained, "Mine rescue is strenuous work under emergency conditions. The breathing apparatus weighs around 40 pounds. A man has to be in good shape to be able to use this hefty apparatus under extraordinary conditions.

"We are now ready to help, and will remain ready at all times," he concluded.

Brandon also announced that an arrangement has been made for state and federal inspectors to begin inspecting mines, quarries, sand and gravel pits together.

"This will eliminate dual inspections made at separate times and will be more convenient for the operators of mines," he explained.

With the coordination of federal and state inspections of mines, quarries, and sand and gravel pits, and with the inception of the Total Preparedness Plan, Brandon noted that the only immediate goal left that he would like to see reached is the purchase of several self-

(Cont'd on page 4)



ELECTED TO SAFETY ADVISORY BOARD—Deputy Commissioner of Labor Robert J. Dunnagan (right) congratulates W. H. Hinshaw (left) of Raleigh and Jerry Simmons of Winston-Salem upon their election to the Safety Advisory Board of the North Carolina Department of Labor, and presents them their certificates of membership. Hinshaw is Safety Director for the Southeastern Division of Martin Marietta Aggregates. Simmons is Administration Manager for the Mid-east Division of Vulean Materials Company. The two were installed as members at the Board's spring meeting in Raleigh on April 4. The 23-man Safety Advisory Board, composed of safety professionals from various North Carolina industries, has worked with the Labor Department since 1946 in helping to develop statewide programs to control on-the-job accidents in industry. Its members provide their expertise as a public service, without compensation by the State.

Larry Schultz Discusses Arbitration Issues At Meeting Of North Carolina Arbitrators

"The last three years have witnessed a 50 per cent jump in the number of cases brought to arbitration," Lawrence Schultz, director of the Arbitration Division, Federal Mediation and Conciliation Service, told the Arbitration Panel of the N. C. Department of Labor at the group's recent semi-annual meeting in Chapel Hill.

Schultz's topic was "Issues and Trends in Arbitration." Yates Heafner of Charlotte, panel member and a retired FM & CS Commissioner, presided.

The meeting was attended by 12 members of the Arbitration

Panel, Commissioner Billy Creel, Assistant Commissioner Weldon Denny, three other Labor Department staff people, and mediators from the FM & CS Charlotte office.

The arbitrator's role in today's labor-management climate has become much more complex, Schultz explained.

"Today's arbitrator can no longer confine himself to 'the four corners of the contract,'" he said. "Arbitrators now have to understand the applications of the Equal Employment Opportunity Act, the Occupational Safety and Health Act, questions of seniority, and

many other facets of labor-management relations."

To today's undisciplined workforce, arbitrators tend to look upon as "establishment figures" and therefore must take into account labor's "anti-authoritarian spirit," Schultz added.

"Like judges and other positions of authority," he said, "arbitrators must be aware that their visual behaviour is under constant scrutiny by both parties with whom they are dealing. Everybody takes a look at the arbitrator's conduct."

Furthermore, the speaker said, arbitrators "have to be aware that people are looking for arbitration."

Schultz also cited a trend in which arbitrators are appealed to the ties to contracts today, reluctant to try to have the arbitrator's award set aside.

Schultz's talk was a general discussion of movement sponsored by Business Bureaus in consumer complaints are by persons selected from the public. Various opinions were expressed concerning this procedure.

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New Legislation:

GENERAL ASSEMBLY ENACTS BROAD LABOR LAW CHANGES

Eight bills amending and adding to the labor laws administered by the North Carolina Department of Labor were enacted by the 1975 General Assembly. They are as follows:

1. **Minimum Wages.** The North Carolina minimum wage, effective October 1, 1975, will be increased from \$1.80 to \$2.00 an hour, and will apply only to establishments not covered by the Fair Labor Standards Act (Federal Wage-Hour Law).

2. **Persons 65 and over.** Effective October 1, 1975, persons 65 years of age and over working in covered establishments will be entitled to receive the minimum wage of \$2.00 an hour. Hitherto, they have been specifically exempt.

3. **Uniform Wage Payment.** The North Carolina Uniform Wage Payment Act, an entirely new statute, will enable the Labor Department to help employees collect back wages due them under the North Carolina Minimum Wage Law. This act applies only to establishments covered by the Minimum Wage Law. Effective date: Jan. 1, 1976.

4. **Mine Safety & Health.** The North Carolina Mine Safety and Health Act, a comprehensive new law, will enable the Labor Department to enter into state-federal agreements under which mine safety and health inspections and enforcement procedures will be carried out entirely by the Department's Mine and Quarry Inspection Division. Effective date: Jan. 1, 1976.

Effective October 1:

35,000 Tar Heels Will Benefit from \$2.00 Hourly State Minimum Wage Passed by Legislature

The North Carolina minimum wage will advance from the present \$1.80 an hour to \$2.00 an hour for all covered employees on October 1, 1975. This increase comes as the result of action completed by the General Assembly on May 12, 1975. The \$2.00 hourly minimum was a part of the N. C. Department of Labor's 1975 legislative program recommended to the General Assembly.

By virtue of the same amendment which raised the minimum wage, the law will apply only to establishments which are not covered by the Fair Labor Standards Act (Federal Wage-Hour Law). The effect of this amendment will be to simplify enforcement procedures and determination of coverage. Hitherto, many establishments have been covered by both the state and federal statutes regulating minimum wages.

The Labor Department estimates that at least 35,000 of the

State's lowest paid citizens will receive direct pay boosts under the new wage floor. These workers are employed in relatively small retail and wholesale trade establishments, service-industry businesses, food service establishments, and various other small businesses. They work as sales clerks, stock and material handlers, food service employees, and in other unskilled or semi-skilled service industry occupations.

The Minimum Wage Law applies only to establishments having four or more employees.

An undetermined number of those who will benefit from the \$2.00 minimum wage are persons 65 years of age and over. The General Assembly repealed the section of the law which hitherto has exempted these older people, with the result that on October 1, 1975 they will be entitled to the increased minimum wage.

(Cont'd on page 4)

THE NORTH CAROLINA MINIMUM WAGE



January 1, 1960 — 75¢

October 1, 1975 — \$2.00

(Cont'd on page 4)

At Safety Conference:

Three Viewpoints On OSHA From Management, Labor & Government Leaders

(Excerpts from addresses given at the N. C. 45th annual statewide Industrial Safety Conference, Charlotte, N. C., May 29, 1975, by W. C. Creel, Commissioner of Labor; Ralph Durham, President of Teamsters Local 391, Greensboro, and member of the N. C. OSHA Advisory Council; and James V. Piet, Plant Manager, E. I. du Pont de Nemours & Co., Kinston, which holds the world safety record at over 54 million employee hours without a disabling injury.)



Creel

GOVERNMENT

"You can live with OSHA." That was the message which I carried to employers and employees throughout the length and breadth of North Carolina during my campaign for the office of Commissioner of Labor in 1972.

My promise of 1972 was implemented in 1973 when the General Assembly enacted the Occupational Safety and Health Act of North Carolina, enabling our State Department of Labor to administer this far-reaching federal legislation under agreement with the national OSHA administration.

Implementation became a reality in North Carolina in 1974 as we built up the Department's OSHA Division and proceeded with the training, educational and enforcement measures necessary to effect a successful State administration.

That successful reality continues during 1975 as we work to improve the OSHA program, which has gained wide acceptance by North Carolina employers and employees.

The question often has been asked: Why State administration of this federal law?

Our answer has been that our State OSHA Act establishes safety and health standards which are equally as effective as the federal standards; that our enforcement procedures are basically the same as the federal procedures; and that our State inspectors know both the hazards and the problems of industry in North Carolina. The result of this is that we are able

(Cont'd on page 3)



Durham

LABOR

I'd like to offer a few thoughts on Labor's view of the OSHA Act in general, and particularly the OSHA program in our State.

The OSHA Act became law in 1970 for one

simple reason. For too many years those of you in industry and government, and those of us in labor, stood by doing little or nothing as the casualties in the workplace mounted. It's true that great progress was being made on many other fronts—production and profits were up, wages were up, pension, health and welfare programs were established. But these accomplishments provide small consolation to the worker whose job has left him crippled or maimed, or to the widows of those who weren't so "lucky."

What about this act? Is it being administered properly? Is it receiving fair cooperation from industry or labor? Can it do the job?

Many yardsticks are being used to measure OSHA's performance. Let's look at OSHA from an economic standpoint. I am obliged to first ask the question, "What is the value of one worker's life?"

While we probably would all agree with the statement that a human life is priceless, as practical people living in a practical world, we realize that there are often limits which must be accepted. An employer obviously can't spend three times its corporate assets on environmental controls. I think a reasonable man would agree with that. On the other hand, every company has a

(Cont'd on page 3)



Piet

MANAGEMENT

It's a real honor and pleasure for me to give you my views as a manager on safety, its value, our reaction to OSHA and the challenges I see in the future for

industry in the field of safety.

Let me tell you what we've been able to accomplish at our plant—not so much to brag on our safety performance, but to give you an example of what can be done, why and how we view safety....

I am Manager of the DuPont Kinston Plant, which produces Dacron polyester fiber. We currently hold the world's industrial safety record, having gone over 55 million employee hours and over 11 years without a major or lost time injury to date.

I've been asked many times, "To what do you attribute this good safety performance?" Well, first of all let me agree that a certain element of luck has to be present with that kind of record. But it's much more than luck. It takes an organization of human beings through all levels, from our newest employee, to me, and to corporate management, skilled in safety and dedicated to it, for good human and business reasons.

There are many reasons why the safety of employees is important to the successful operation of a business and an industrial plant.

The first, of course, is the overriding humanitarian reason. We as managers should be able to run our plants in such a way that painful, disabling injuries and death among our employees are prevented.

(Cont'd on page 4)

DURHAM PRESENTS LABOR VIEWPOINT ON OSHA

(Cont'd from page 2)

firm obligation to provide its employees with as safe and healthful a workplace as possible.

I suggest to you that investments toward the elimination of hazards on the job can be recovered in many ways. Workers' compensation costs will be reduced, productivity will be increased, less down-time, etc. Let me give you one example:

A three-year emphasis on safety management at Boise Cascade netted a 10% drop in workers' compensation costs, a 9% decrease in lost work days, and an 11% decline in accident costs per work hour.

Emphasis shifted from viewing safety as a humane concern only, to a built-in accident control and training program "to protect both lives and profits."

Consider the following statistics. In a typical year, 1973, according to the National Safety Council, job related accidents cost industry \$14 billion, that was 18% of the pre-tax profits of \$78.2 billion reported by the Department of Commerce for the same year. In eliminating job safety and health hazards from the workplace, the NSC calculates that, either, the current rate of inflation could be reduced by one-sixth.

Another common complaint is that OSHA is driving the small businesses to the wall. Just this past year, a serious effort was made in Congress to exempt all businesses employing 25 or fewer employees from the provisions of the Act. It is a great relief to me when this exemption was dropped in conference.

Nearly half (46%) of all serious violations cited by OSHA are for workplaces with less than 25 employees.

In light of these facts, and others, it seems to me that we can find a solution a bit more equitable

than simply leaving the 30% of the workforce that are unfortunate enough to work for small businesses out in the cold.

My message to those who clamor for the repeal of OSHA is this: American industry was able to survive the elimination of child labor, the minimum wage, social security, and a host of other needed reforms. I have no doubts that industry will be able to survive the elimination of safety and health hazards as well.

Let me talk briefly about those areas where I feel OSHA can be improved.

I imagine most of you are aware of OSHA's most recent evaluation of the North Carolina plan. I want to mention two specific areas which the evaluation cited as needing improvement, and which I feel are most important: abatement periods and industrial hygiene.

All too often we see violations allowed to remain in existence for unreasonable lengths of time. What does save lives is the quickest possible abatement of hazardous situations, and I look to our State plan to tighten up in this area. The second item, industrial hygiene, cannot be emphasized too strongly. Because only an effective industrial hygiene program in our State plan can detect and eliminate the silent killers in the workplace. How many of us can walk into a room and determine whether or not the concentration of lead in the air is at a dangerously high level? Or dozens of other toxic substances? If the State plan is lax in the safety area, chances are good, that someone else may carry the ball. But if the plan is lax in the health area, who else is there to do the job?

I take great pride in serving on the advisory committee for our State plan, and I am sure that with more hard work, we can make the North Carolina Plan the model for the rest of the country.

GOVERNMENT & OSHA

(Cont'd from page 2)

to give better safety and health protection to North Carolina employees, and with a minimum amount of cost and interference to the employer.

Our record of OSHA administration for the past 22 months bears out those statements. We have made 6,050 OSHA inspections, found 21,048 violations of the OSHA standards, and assessed \$142,361 in penalties, with the average penalty running less than \$25.00.

But that is not all we have done. We have carried through with an extensive program of education, training, and consultation which has reached many thousands of employers and employees.

We have emphasized the concept and the practice of "voluntary compliance." By voluntary compliance we mean simply that we want every business and industry to set up their own safety programs and provide safe and healthful working conditions for their employees every day and not wait until the OSHA inspector arrives and then frantically try to correct hazardous conditions.

In addition to securing acceptance of State OSHA administration by business, industry, and employees, we have obtained the full cooperation of State and municipal governments in applying OSHA's safety and health standards to all of their operations.

We have likewise enlisted the active cooperation of farmers and all of the State's principal farm organizations and leaders in implementing the OSHA standards in agriculture throughout the State.

Our statewide incidence rate of employee injuries and illnesses is 8.2. This compares with the national rate of 15.4.

In summary, I would say that State administration of OSHA in North Carolina is now a very successful reality.

PIET GIVES MANAGEMENT VIEW ON OSHA

(Cont'd from page 2)

Closely related to that is the objective of good employee relations. Safety, and management's attitude toward safety, has a major impact on employee confidence in management. Safety, which is one more proof of concern for the individual, is at the heart of good employee relations.

There is another reason. We have realized that pursuit of our objective of eliminating injuries and accidents brings a bonus in reduced disability, absenteeism, and property damage. Our disability runs a little over 1%. None of that has been due lately to occupational injuries and only 6% of that is the result of injuries to our employees at home, because our employees tend to take safety home with them.

While all the reasons or objectives for safety that I've mentioned so far are real and significant, I'd like to discuss one more that we feel at our plant and our company is an extremely important spin-off of an effective safety program.

In order to effectively operate a modern, complex industrial plant or any industrial plant for that matter, we must have an effective, capable, motivated organization. Management must build the communication, confidence, and sound relationships between all people in the organization if it is going to set and accomplish the most challenging goals and objectives to benefit of all employees. We find that our safety program not only prevents injuries, but also improves our organization's ability to function more effectively in all areas of our business.

So I believe that an effective safety program is also a way to measure and develop organizational, supervisory and management skills.

Now let me turn to OSHA and what I believe management's reaction and relationship to OSHA should be.

First OSHA can be of value to management in making independent audits and assessments to insure that some facet of safety is not overlooked or is not being carried out well. OSHA can be of value in calibrating our safety

standards and performance.

Next, while industry has made great strides forward in its safety performance during the past 25 years, there's still a continuing need to be even better, especially when new technology is implemented and new developments appear.

Among its other provisions, the OSHA Act says that government should conduct the necessary research and development work to improve the understanding of employee health and safety performance and to facilitate their solution. Therefore, it seems to me that OSHA-supported activities in this area offer a great deal of promise in creating and spreading the kind of knowledge that our highly technical society needs if we are to be safe and well.

Third, I think OSHA can be of great help by developing good industrial safety standards and encouraging full voluntary compliance with them.

I believe that a good performance program for employee safety and health, like programs for other purposes, is best developed at the local level. I, therefore, strongly endorse the concept of a close relationship between the state OSHA organization and the plans in their states rather than reliance on a single large Federal agency.

There is one last thought I would like to leave with you. DuPont's safety and health efforts have resulted in the improvement of our employees' ability to work together to accomplish human and business objectives to the benefit of all. This suggests that industry and government could benefit from their safety activities in learning to work together better to meet their human and business objectives as well. If OSHA and industry can learn to communicate better, improve our confidence in each other, work together in establishing and executing mutual objectives, and do all of this in a result-oriented, non-political spirit, we can be an example and guide to other areas where government and industry need to work together to accomplish other worthwhile social objectives.

\$2.00 MINIMUM WAGE

(Cont'd from page 1)

Enacted originally by the 1951 General Assembly, the Minimum Wage Law has been amended repeatedly over the years to expand its coverage and to increase the required pay minimum. The original law set a pay floor of 75 cents an hour. This was raised in several steps to 85 cents, \$1.00, \$1.15, \$1.45, \$1.60, \$1.80, and now \$2.00.

NEW LEGISLATION

(Cont'd from page 1)

5. **Boilers & Pressure Vessels.** The Uniform Boiler and Pressure Vessel Act of North Carolina establishes safety standard-enforcement machinery which bring North Carolina's administration of these matters abreast nationally recognized standards. Effective date: Jan. 1, 1976.

6. **Boiler Inspection Fees.** This act increased most boiler inspection fees by \$2.00, effective Jan. 1, 1975, and added two new categories of pressure vessels to the list of those subject to inspection, effective Jan. 1, 1976.

7. **Elevator Inspection Fees.** This act establishes fees to be charged for inspection of elevators, escalators, dumbwaiters, and other devices, and other special equipment. Effective date: Jan. 1, 1976.

8. **Deaf Bureau Transfer.** The Bureau of Labor for the Deaf, a division of the Labor Department for 43 years between its creation in 1923 and its transfer by administrative agreement to the Division of Vocational Rehabilitation in 1966, has been officially transferred to the N. C. Department of Human Resources. Effective date: July 1, 1975.

The more important features of these amendments and additions to the Labor Laws will be discussed elsewhere in this and subsequent issues of this bulletin.

34 Tar Heel Plants Win Awards for 1,000,000 or More Safe Employee Hours

Outstanding records of employee safety were given special recognition by the Department of Labor during the past year in 34 North Carolina plants which operated for a million or more employee hours without a disabling injury.

Firms which qualified for inclusion in this special "honor roll" of safety, from July 1, 1974 through June 30, 1975, are named in the list which follows.

Each listing shows the number of accident-free employee hours for which the special Labor Department award was given, and the period of time covered by the safety record.

The winners:

- Allied Chemical Corp.
Fibers Div., Moncure
2,016,406 Employee Hours
Dec. 21, 1971 - April 27, 1975
- Aluminum Company of America
Badin Works, Badin
1,728,621 Employee Hours
Sept. 27, 1973 - Dec. 31, 1974
- American & Elford Mills, Inc.
Plant # 1, Albemarle
1,246,203 Employee Hours
March 6, 1969 - May 4, 1975

- Collins & Aikman Corp.
Albemarle Plant, Albemarle
1,650,000 Employee Hours
Oct. 5, 1973 - May 1, 1975
- Cone Mills Corp.
Pineville Plant, Pineville
2,000,000 Employee Hours
Aug. 8, 1972 - Oct. 11, 1974
- Container Corp. of America
Greensboro Folding Carton Plant
2,266,577 Employee Hours
Feb. 25, 1967 - March 31, 1975
- Daniel International Corp.
DuPont Cape Fear Project, Wilmington
4,000,000 Employee Hours
March 24, 1973 - Oct. 14, 1974
- Daniel International Corp.
Procter & Gamble Project, Greenville
1,000,000 Employee Hours
Oct. 8, 1974 - April 8, 1975
- Dixie Yarns, Inc.
Stanfield
1,242,710 Employee Hours
Nov. 11, 1972 - April 30, 1975
- Duke Power Company
Gastonia Dist.—Retail Operations
2,295,493 Employee Hours
Sept. 12, 1963 - Dec. 31, 1974
- Duke Power Company
High Point District
1,861,488 Employee Hours
Sept. 12, 1963 - Dec. 31, 1974
- Duke Power Company
Operating Department, Charlotte
1,471,675 Employee Hours
August 3, 1973 - Dec. 31, 1974

- Federal Paper Board Co., Inc.
Riegelwood Operations, Pulp Mill
Riegelwood
1,000,000 Employee Hours
July 10, 1971 - Feb. 19, 1975
- Fiber Industries, Inc.
Shelby Plant, Shelby
5,000,000 Employee Hours
Sept. 28, 1973 - July 19, 1974
- 10,000,000 Employee Hours
Sept. 28, 1973 - June 14, 1975
- W. R. Grace & Co.
Nitrex Plant, Wilmington
1,709,616 Employee Hours
Feb. 11, 1971 - May 31, 1975
- Harriet-Henderson Yarns, Inc.
Harriet No. 1 Plant, Henderson
2,000,000 Employee Hours
Dec. 20, 1971 - July 20, 1974
- Phillips Fibers Corp.
Rocky Mount
2,000,000 Employee Hours
July 4, 1974 - Jan. 7, 1975
- Piedmont Natural Gas Co.
Greensboro Dist., Greensboro
1,000,000 Employee Hours
Dec. 29, 1969 - Sept. 5, 1974
- Platt Saco Lowell Corp., Sanford
1,500,000 Employee Hours
Sept. 15, 1973 - April 17, 1975
- Reeves Brothers, Inc., Kenansville
3,044,756 Employee Hours
April 9, 1970 - March 31, 1975
- Rexham Corporation, Charlotte
1,000,000 Employee Hours
Dec. 19, 1972 - Nov. 6, 1974
- R. J. Reynolds Tobacco Co.
Winston-Salem:
Air Conditioning Unit
1,393,845 Employee Hours
August 1965 - May, 1975
- No. 64 Cigarette Plant
1,032,845 Employee Hours
Jan. 1, 1974 - July, 1974
- Engineering Department
1,278,980 Employee Hours
Oct., 1974 - May, 1975
- Whitaker Park Cigarette Plant
1,214,926 Employee Hours
Jan., 1974 - May, 1975
- All Winston-Salem, Brook Cove &
Davie County Operations
2,097,470 Employee Hours
Jan. 1, 1975 - Feb. 4, 1975
- Research Department
1,046,896 Employee Hours
Nov., 1971 - May, 1975
- Textli Knit—One, Kinston
2,000,000 Employee Hours
June 9, 1973 - Oct. 25, 1974
- Textli Industries, New Bern Plant
1,000,000 Employee Hours
Feb. 14, 1974 - Sept. 27, 1974
- Textli Industries, Rocky Mount Plant
1,158,809 Employee Hours
Dec. 29, 1973 - Oct. 11, 1974
- Talon, Div. of Textron, Woodland
1,001,303 Employee Hours
Nov. 1971 - Dec. 31, 1974
- Thomasville Furniture Industries
Lenoir Plant
1,196,932 Employee Hours
Oct. 10, 1973 - Oct. 10, 1974
- Western Electric, Inc.
N. C. Works, Greensboro Shops
5,019,257 Employee Hours
April 4, 1973 - March 30, 1975
- Wiscasset Mills, Albemarle
1,250,000 Employee Hours
July 23, 1974 - Dec. 11, 1974

1975 Regional Safety & Health School Slated for Wilmington Aug. 1-15

"Environmental Health in Industry" will be the theme of the two-day Regional School on Safety and Health to be held in Wilmington August 14-15.

Sponsored jointly by the National Safety Council and the North Carolina Department of Labor, in cooperation with the Greater Wilmington Chamber of Commerce, the annual safety and health training event is aimed primarily at industrial management and plant supervisors who need expert advice and assistance with their plant safety and health programs.

The school will be held at the Wilmington Hilton. Charges will be \$35 per person, which will include costs of textbooks and school materials, break refreshments, social hour and banquet. Registration forms may be obtained by contacting: The Safety School, N. C. Department of Labor, P. O. Box 27407, Raleigh, N. C. 27611.

A battery of top State and national authorities on industrial safety and health from government and industry will give instruction on practical ways of dealing with environmental health hazards at the work site. The discussions will feature chemical hazards and present and proposed noise standards.

Officers for the school include O. B. Stever, Safety Director for Federal Paper Board Company, Inc. at Riegelwood, School Director; and A. L. Simon, Administrative Assistant for Ideal Cement Company at Castle Hayne, Associate School Director.

In announcing the 1975 school, Commissioner Creel noted that 256 paid registrants from throughout North Carolina and the South-east attended a similar school held in Wilmington in August, 1974.

Mayor Herbert Brand of Wilmington will welcome those attend-

ing and John Mark, of the National Safety Council, will speak briefly.

Registration will start at 8:00 a.m. Thursday, August 14, and the school will begin at 8:45 with opening remarks by Associate Director Simon. Director Stever will outline the school plan.

Program highlights will include: "Top Management Views Voluntary Compliance," a talk by David Edmiston, Jr. of Raleigh, vice president of Texasgulf, Inc., Agricultural Division; "Chemical Hazards in Industry," a discussion, Gilbert Cain, safety director for Hercules, Inc., of Wilmington, Del.; "Government's Viewpoints on Hazardous Materials," by Edward Baier of Rockville, Md., deputy director of the National Institute on Occupational Safety and Health; "A Personal Protection Equipment Program for Chemical Hazards," by Dwight Monk, safety director for E. I. DuPont Co. at Wilmington; Accident Prevention Films, "Eyes, Hands and Feet," presented by Harold Megredy of the N. C. Labor Department's OSHA Education and Training Division; and local industry safety and health displays by Diamond-Shamrock, DuPont, Hercules, and Texasgulf.

A panel discussion will be given on "A Practical Approach to Handling Chemicals." Participants will include John Mark and Edward Baier, State OSHA Director Ray Boylston, and Gilbert Cain.

The school banquet will be held at 7:45 p.m. George Sloan, Jr., executive vice president of Wilmington Fertilizer Co., will serve as Master of Ceremonies.

Friday, August 15, Dr. Larry Royster of Raleigh, associate director of the NCSU Center for Acoustical Studies, will present his viewpoint on "Noise — 85dBA, When and How?" Dr. Royster will present the OSHA proposal for noise reduction. Leigh Woodall,

Jr., manager of environmental affairs for Collins & Aikman Corp. at Charlotte, will give response on how to respond to the 85 dBA standard of the proposed OSHA.

A panel discussion on "Federal and State Regulation of OSHA Actions," Dr. Harold Greensboro, medical director for Burlington Industries, sent industry. Cois L. Atlanta, Ga. OSHA representative Federal government participants include John Lumsden, and I.

Following a film on "Ten While You Can," Er Creel will talk on "Target Health Program."

CONSUMER PRICE INDEX		DEX	
—U. S. City Average—		—	
(1967 Base = 100)			
	1972	1973	74 1975
May	124.7	131.5	5 159.3
(Increase from May 1974 to May, 1975: 9.1%)			

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SPECIAL RECOGNITION—This "Certificate of Safety Achievement" is typical of those awarded by the Department of Labor to the firms listed in the article on this page. Each of the 34 plants has operated for one million employee hours or more without a disabling injury. Commissioner Creel presented most of these awards in person, in ceremonies held in the plants during the last fiscal year.

In Memoriam: Commissioner W. C. "Billy" Creel

Commissioner of Labor W. C. "Billy" Creel died from a sudden massive heart attack on Friday, August 29, 1975.

He had just completed filming and taping his Labor Day address to the State when he was stricken in his office.

Funeral services were conducted at 11 a.m. Monday, Sept. 1, at First Baptist Church in Cary, by the Rev. Harvey L. Duke, and interment followed with full Masonic rites at Raleigh Memorial Park.

The services were attended by Gov. James E. Holshouser, Lt. Gov. James B. Hunt, State Supreme Court Justice Susie Sharp, U. S. Senator Robert Morgan, and members of the Council of State and the Executive Cabinet.

More than 200 employees of the North Carolina Department of Labor were among the overflow throng of mourners attending the last rites for their Commissioner, six of whom served as his pallbearers.

Gov. Holshouser told the mourners that the working and laboring people of our State have lost a dedicated friend and asked them to remember Commissioner Creel's accomplishments in the field of industrial safety, which "will benefit Tarheel workers for years to come."

Gov. Holshouser had issued the following statement upon learning of Commissioner Creel's death:

"I was shocked and deeply saddened to learn of the tragic death of Commissioner Creel. The people of North Carolina owe him a large debt of gratitude for his 33 years of dedicated public service in the Department of Labor.

"Over the years, Mr. Creel had established a national reputation

as a leading expert in the field of industrial safety. We should be especially grateful to him for his leadership in planning and developing the state-federal program for state administration of the federal Occupational Safety and Health Act of 1970 (OSHA). Largely because of his outstanding work, North Carolina is one of the few states that handles its own OSHA program rather than letting it be done by the federal government."

Lt. Gov. Jim Hunt said: "No man ever served North Carolina better, or enjoyed it more, than Billy Creel. He truly cared for the working men and women of our State and spent his entire adult life working to improve their wages and working conditions. He particularly stressed worker safety."

Secretary of State Thad Eure: "I have lost one of my first and closest political comrades and friends, and the State has lost one of its most devoted, loyal and efficient public servants."

State Treasurer Edwin Gill: "The State has lost a great public servant, and I have lost a close personal friend."

Commissioner of Agriculture James A. Graham: "All the citizens of North Carolina, especially the working people, know of his constant efforts to improve their lot while maintaining the basic fabric of the free-enterprise system."

Wilbur Hobby, President of the N. C. State AFL-CIO, said: "I was shocked and dismayed to find out about the Commissioner of Labor's heart attack. He had served the State in a very able manner for a long time. I'm sure his leadership is going to be missed by the Labor Department."



W. C. "BILLY" CREEL
1912-1975
COMMISSIONER OF LABOR
Jan. 5, 1973-Aug. 29, 1975

Employees of the Labor Department prepared a statement saying that in Commissioner Creel's death "they have lost a dear friend and highly valued associate and a leader whom they know to be the best administrator the Department of Labor has ever had."

Commissioner Creel is survived by his widow, Eleanor King Creel; three daughters, Mrs. Charles H. Adams, Mrs. Floyd T. Morgan, and Mrs. Charles G. Fox, Jr.; and a son, William C. Creel II.

Several Labor Department staff members were asked to make brief statements on things they especially remember about Commissioner Creel:

Deputy Commissioner Bob Durnagan: "For 26 years I worked very closely with Billy. I know of so many things that are special

(Cont'd on page 2)

IN MEMORIAM W. C. "BILLY" CREEL

(Cont'd from page 1)

that I remember about him. I would like to remember only the last time I saw him—happy from his visit with his daughter in Maryland and his fishing trip."

Caroline Deaton, Mr. Creel's Secretary: "As Secretary to Commissioner Creel, I will always remember my association with him as 'a happy balance of work and pleasure.' I would eulogize him as a man who could meet victory or defeat with the knowledge that what we put into the game is far more important than the final score."

Katie Jackson, who handles safety awards work: "One of the things I remember most about Mr. Creel was his enthusiasm for the safety awards program. He helped organize the program and in the 25 years he never missed a public presentation. He always wanted to personally present any special awards and be sure to recognize any long-time winners. The safety awards program was his 'baby'."

Byssinosis Conference Scheduled for Oct. 3rd

A conference on byssinosis, an occupational respiratory disease caused by the inhalation of cotton dust, sponsored by the Northwestern Lung Association and the N. C. Public Interest Research Group, will be held on Oct. 3rd at Wake Forest University.

A faculty of noted federal and State health officials, including John Lumsden, Branch Head of Occupational Health, Department of Human Resources and Forrest Shuford, Chief Deputy Commissioner, N. C. Industrial Commission, will be participating in the conference.

There is no registration fee; however, pre-registration is necessary for planning purposes. For further information write Northwestern Lung Association, 1170 W. First Street, Winston-Salem, N. C. 27101 or call George Jones of the OSHA Education and Training Section, 829-4880 for a registration blank.

A LOSS TO THE STATE

North Carolina has a high reputation in the field of industrial safety. No single individual deserves more credit for it than William C. (Billy) Creel, the State's Labor Commissioner who died last week at the age of 63. More than in laudatory phrases, the tribute to his long and productive career is in the human suffering prevented through the safety programs to which he made so large a contribution during his lifetime.

Commissioner Creel's final official act was the taping of a Labor Day message for a Raleigh television station. Moments later he was stricken by a fatal heart attack. By a poignant coincidence, the holiday became the date for funeral services.

Creel, a Wake County native, knew the industrial safety programs of the State Labor Department from the ground up. He joined the department in 1942 as a safety inspector, after graduation from North Carolina State University and brief experience as a high school teacher and coach. He served in the U. S. Navy during World War II, and returned to the labor department as safety director.

When the late Frank Crane retired as Labor Commissioner, Creel ran for the office in 1972. He defeated five challengers for the Democratic nomination, and won the general election by a wide margin. He already had announced he would be a candidate for another term.

Gov. James E. Holshouser, Jr. said Tar Heels owe a debt of gratitude to Creel for his 33 years of dedicated public service which earned him a "national reputation as a leading expert in the field of industrial safety." It was largely due to Creel's efforts that North Carolina was one of only four states allowed to enforce the federal Occupational Safety and Health Act of 1971.

The Governor will appoint a successor to serve out the remainder of the current term. A brisk contest for the office is likely next year.

Commissioner Creel served North Carolina ably. His death is a loss to the State, and his record a challenge to those who would assume his position in government.

The Winston-Salem Journal,
September, 3, 1975.

Memorial Scholarship Fund Will Honor Creel

The W. C. "Billy" Creel Memorial Scholarship Fund has been established to aid college students interested in pursuing careers in safety and health engineering.

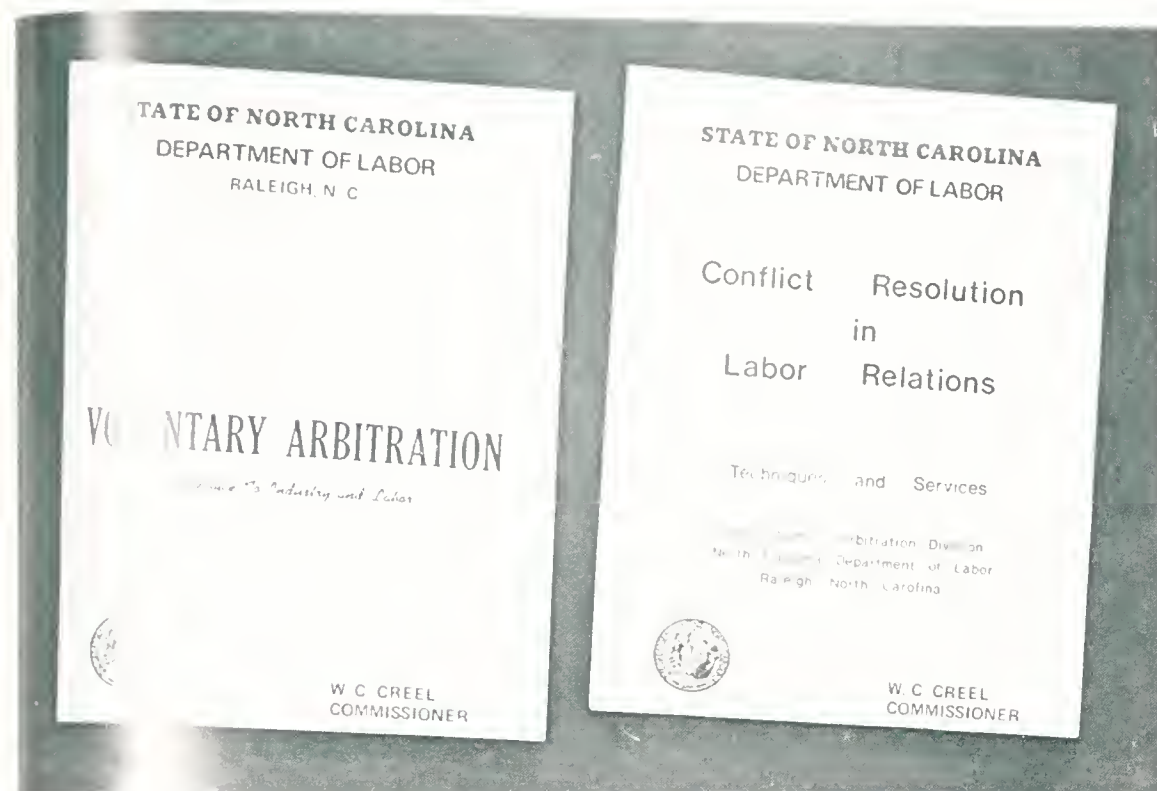
Announcement of the new fund was made jointly by the family of the late W. C. "Billy" Creel, Commissioner of Labor, who died on August 29, and the N. C. Engineering Foundation of North Carolina State University.

The scholarship will be awarded annually to a student interested in the safety and health field. It will be administered by the foundation, and will be solely for study at N. C. State University.

The late Commissioner Creel, himself a 1936 graduate of NCSU with a degree in education, last year was awarded the National Safety Council's highest honor, the "Distinguished Service to Safety" award, in recognition of his lifelong career in promoting employee safety and health.

Friends of the late Commissioner Creel and of NCSU may make contributions to the scholarship fund, which are tax-exempt, by sending them to the following address:

W. C. "Billy" Creel
Memorial Scholarship Fund
P. O. Box 1549
Raleigh, North Carolina 27602



NEW PUBLICATIONS—Voluntary Arbitration: A Service to Industry and Labor," and "Conflict Resolution in Labor Relations" are new publications now available from the Conciliation and Arbitration Division.

COMPLETE LABOR RELATIONS PROGRAM

(Continued from page 5)

Statutory Authority

base labor relations decisions, and the creation of an environment conducive to positive labor relations experiences," Duggins comments.

Labor Relations

Labor relations includes all interaction, activities, events, and sentiments involving in the framework of employee-employer or an employee-union relationship.

Good labor relations do not simply happen. They evolve through concerted efforts, good faith, and reciprocity of all parties involved in the relationship.

Of paramount importance in this evolution is the acceptance of a collective bargaining philosophy of equality between "capital" and labor partners in a free enterprise system protecting the rights of the employee, the company and labor.

"The Conciliation Division is the only statutory agency that I know of created for the purpose of promoting good labor relations and preventing work disputes," states Duggins about his division.

Article 4 of the N. C. Labor Laws provides for the Conciliation Service and the Mediation of Labor Disputes for the people of North Carolina. In the Declaration of Public Policy it states, "It is hereby declared as the public policy of this State that the best interests of the people of the State are served by the prevention or prompt settlement of labor disputes... that the interests and rights of the consumers and people of the State, while not direct parties thereto, should always be considered, respected, protected; and that the conciliation and voluntary mediation of such disputes... will tend to promote permanent industrial peace and the health, welfare, comfort and safety of the people of this State."

Voluntary Arbitration

Article 4A of the Labor Laws provides for the Voluntary Arbitration of Labor Disputes. The Declaration of Public Policy declares "where efforts at amicable settlement have been unsuccessful that the voluntary arbitration of such disputes will tend to promote permanent industrial peace..."

Conciliation, mediation, and arbitration are words used throughout this article. What do they mean?

Mediation and arbitration are two methods of conflict resolution in labor disputes. Labor or work disputes can be any controversy between employer and union, union and union, union and members, or employer and employee which usually leads to conflict.

Conciliation and Mediation

Conciliation is a term often used interchangeably with mediation. While conciliation often embraces many facets of the mediation process, the primary emphasis in conciliation is upon the re-establishment of communication channels between the parties in controversy. The primary emphasis in mediation is upon assisting the parties in obtaining a mutually acceptable solution to the issue or issues in controversy.

Mediation has no statutory power but is a recognized mechanism in which parties are brought together to look at their problems. It is a time-tested and productive tool in helping to preserve and extend the collective bargaining system. Mediation usually occurs during collective bargaining, and serves as a vehicle for continued negotiations and ultimate settlement.

Mediation Role

It is mediation's role to explore all possible areas of agreement: to listen, review, analyze, suggest, advise, and reason with the parties, and to function impartially and informally.

The Labor Department's mediation service is offered free of charge to employers and unions.

The mediation process itself is generally free and voluntary. The mediator confers with both parties to get their respective versions of the difficulties; listens, reviews, analyzes, and advises, thus attempting to create a permanent improvement in the bargaining relationship of both parties.

Deals With People

But it must be noted that mediation deals with people, and there-

(Cont'd on page 4)

CONCILIATION DIVISION

(Cont'd from page 3)

fore with feelings, attitudes, and emotions; thus the actual mediation process does not lend itself to any one sequence or pattern of events.

Mediators are people dedicated to the principles of free and responsible collective bargaining as an established institution in our economic way of life. They serve as confidential advisors. In their role of constructive peacemaker, they bring objectivity to issues in dispute. Mediators recognize that agreements reached in collective bargaining are voluntary. Their function is to assist parties in reaching a settlement. The primary responsibility for the resolution of labor disputes rests upon the parties involved.

Useful Tool

Arbitration has long been accepted as one of the most useful tools available to labor and management for the settlement of differences, both in situations where the union-company contract specifies the employment of arbitration procedures and in occasional cases in which arbitration is used as a final resort where other collective bargaining methods have failed to result in satisfactory settlements.

The agreement to arbitrate disputed issues normally is incorporated into the contract between the parties and serves as a final step in grievance resolution.

The purpose of arbitration is the expedient, impartial resolution of conflict through the process of authorizing a qualified "neutral" to render a binding decision in an unreconcilable controversy.

The characteristics of arbitration serve to make it a more desirable alternative to dispute resolution than that of litigation. It provides for more prompt dispute settlement at a lower cost.

Voluntary arbitration may be termed as voluntary submission and compulsory acceptance, as the parties voluntarily and mutually agree to arbitrate a disputed issue or issues, and are legally bound by the decision.

\$106,286 In Back Pay Found Due 1,526 Workers Under N. C. Minimum Wage and Overtime Laws

A total of \$106,286.25 in back wages was found due to 1,526 Tar Heel workers during fiscal year 1974-75 under the provisions of the North Carolina minimum wage and overtime pay laws.

The wages were found due as a result of inspections made by the field staff of the Labor Department's State Inspections and Services Division, headed by Director Max Avery.

"The amount found due employees in fiscal 1974-75 was 96 per cent higher than the \$54,109.79 found due under the laws to 1,040 employees during fiscal 1973-74," said Avery. "A principal reason for this large increase is the much more adequate staff we have had available to make inspections during the past year."

Avery said that of the \$106,286 found due in 1974-75, \$71,254.23 represented minimum wage underpayments and \$35,032.02 was for unpaid overtime work. The North Carolina overtime statute requires time-and-a-half pay for hours worked in excess of 50 per week, he explained.

Arbitration Panel

In 1945 the General Assembly enacted a law which provided for the maintenance of "a list of qualified and public-spirited citizens" to serve as arbitrators. Thus the Arbitration Panel came to be.

The Department of Labor presently has 22 members serving on the North Carolina Arbitration Panel. These arbitrators are citizens of North Carolina who are dedicated to the principles of collective bargaining. They are well versed in the general field of labor relations and possess the attributes of impartiality, intelligence, knowledge, objectivity and sound judgment. Their function is to intervene, upon request by the parties, in labor disputes where other efforts at amicable settlement have been unsuccessful.

The Conciliation Division serves as the administrative agency for arbitration. It maintains the list of arbitrators and furnishes the

For the previous year, 1973-74, minimum wage underpayments amounted to \$38,877.35 and overtime underpayments to \$17,000.

In 1973-74, said Avery, minimum wage underpayments were more numerous than overtime underpayments, with back minimum pay being found due 5 employees and overtime 375 workers.

The situation was reversed in 1974-75, when 938 employees found due back pay for overtime work and 588 for minimum wage underpayments.

Avery said the majority of underpayments were found in small to medium-sized restaurants, motels and hotels, and retail and service establishments.

The North Carolina minimum wage for all covered establishments was \$1.80 an hour for the entire fiscal year 1974-75, Avery noted, and moved up from the former \$1.60 an hour to \$1.80 on September 3, 1973.

On October 1, 1975, the minimum increases again, from time to \$2.00 an hour.

list upon request to parties in dispute.

Important Services

Mediation and arbitration are two important services the Labor Department provides through the Conciliation Division. But it is the hope of new director, Leonard Duggins, that through a total program on labor relations, the Conciliation Division will better serve the people of North Carolina.

He concludes, "The main objectives of the Conciliation and Arbitration Division are to prevent labor disputes, to promote good labor relations, and to minimize work stoppages. It behooves us to look at all areas which might contribute to or cause disputes to occur. The Conciliation Division is committed to increasing public awareness of labor relations and collective bargaining. We will exert whatever effort is necessary, which proves to be effective, to meet our objectives and commitments."

Complete Labor Relations Program Is Goal of Conciliation Division

The Conciliation and Arbitration Division of the Labor Department has undergone significant changes over the past few months.

Leonard Duggins, the division's "new" director, is a dynamic person who brought with him more than 20 years of experience in labor and industrial relations.

Duggins has been reshaping and reactivating policies, setting objectives, and planning a course of action since January when he came with the Department.

"I'm trying to formulate policy and give direction to a complete labor relations program for the State of North Carolina," he explains.

Elsie Mercer, who has been secretary with the Conciliation Division since 1955, says "there has been quite a bit of progress made since Mr. Duggins has been with the division."

Division Staff

To assist Duggins in the implementation and administration of the various duties, Gene Williamson joined the staff in March. Williamson is devoting his primary efforts to upgrading the administrative procedures and to coordinating the publication of informational materials required in the programs.

Besides getting two new staff members, the Conciliation Division recently published two booklets, "Voluntary Arbitration" and "Conflict Resolution in Labor Relations," both of which are available on request at no cost to the public.

"Voluntary Arbitration" presents the rules of procedures for arbitrations conducted under the auspices of the N. C. Department of Labor, the list of arbitrators currently maintained by the Department, and a brief biographical sketch of each arbitrator.

"Conflict Resolution in Labor Relations" is an informational and educational booklet which takes a searching look at both arbitration and mediation. It outlines policies

and services of the Conciliation Division, covers definitions of key words and concepts central to conflict resolution, and includes portions of the Labor Laws pertinent to arbitration and mediation.

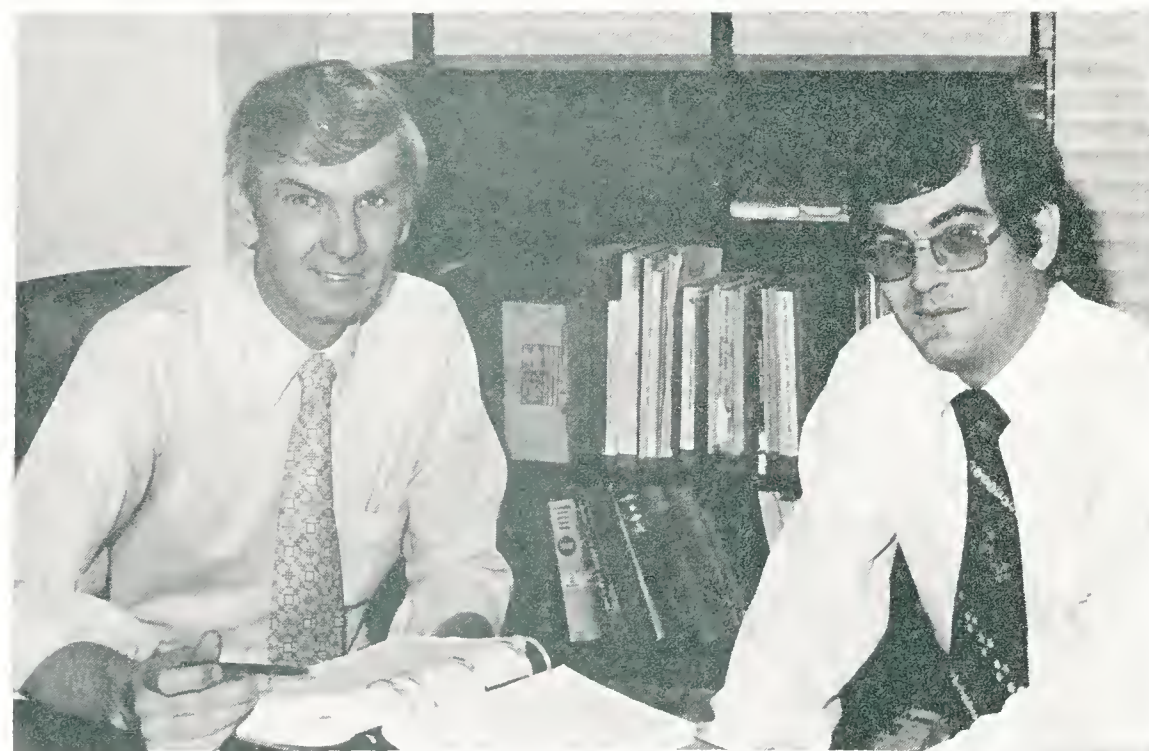
Total Program

These two booklets are just a small part of the total effort the Conciliation Division is making to improve its services to the people of this State.

"Our goal is to develop and to promote a good labor relations program for North Carolina that is suitable and complementary to employees, management and labor throughout the State, through a variety of measures and actions," Duggins explains.

"We have expanded our incidental services, and we are now providing an educational service to help raise the level of awareness of labor relations throughout the State."

The Conciliation Division is often called upon to plan, develop and present programs about the resolution of labor disputes through arbitration, conciliation and mediation.



CONCILIATORS—Leonard Duggins (left) is Director of the N. C. Labor Department's Conciliation and Arbitration Division, and Gene Williamson works as his associate.

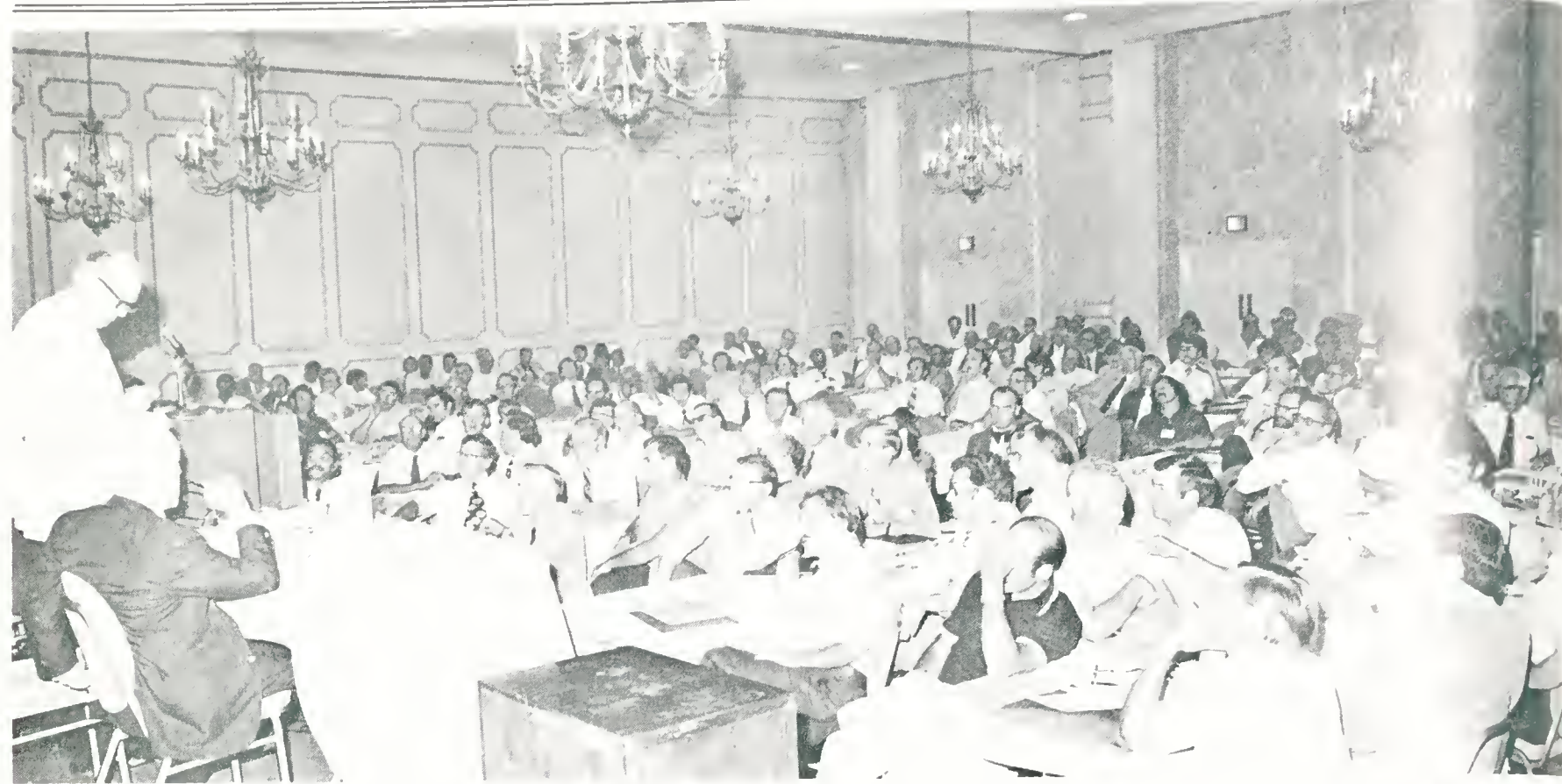
A large number of the requests come from groups who are engaged in the collective bargaining process. However, an increasing number of requests are being received from many diversified civic, professional, and student groups who wish to gain insight into the general field of labor relations. The Conciliation Division makes each individual program "tailor-made" to the interests and needs of the requesting audience.

Information Work

Some of the important ideas and concepts the Conciliation Division will usually cover in their tailor-made program includes information on human behavior and human relations, and how a person can upgrade his personal communication skills in the areas of fact finding, focusing on issues, decision-making, and conducting group meetings.

"Through our education program, it is the hope of this division that the following objectives can be met: better understanding of labor relations law and practice, better information on which to

(Cont'd on page 3)



BIGGEST EVER—John Mark, of the National Safety Council, addresses the 1975 Regional School on Safety and Health, which was held in Wilmington August 14-15. The school was attended by an overflow crowd of more than 300 paid students, representing industrial management and supervisory personnel from all over North Carolina and the Southeast. Featuring the theme "Environmental Health in Industry," the school presented many State and national authorities on industrial safety and health. School officers were O. B. Stever, safety director for Federal Paper Board Company, Inc. at Riegelwood—Dr. J. L. Simon, administrative assistant for Ideal Cement Company at Castle Hayne—Associate Director.

\$2.00 N. C. Minimum Wage Effective October 1

The North Carolina minimum wage will increase from \$1.80 to \$2.00 an hour on October 1, 1975, and will apply only to establishments not covered by the Fair Labor Standards Act (Federal Wage-Hour Law).

The minimum wage increase comes as a result of action by the 1975 General Assembly. The \$2.00 hourly minimum was a part of the N. C. Department of Labor's legislative program recommended to the General Assembly.

Also effective on October 1, persons 65 years of age and over working in establishments covered by the N. C. minimum wage will be entitled to receive the \$2.00 minimum required under the law. Hitherto, they have been specifically exempt.

The Department of Labor esti-

mates that at least 35,000 of the State's lowest paid citizens will receive direct pay boosts under the new North Carolina wage floor. They work as sales clerks, stock and materials handlers, food service employees, cleanup workers, and in a variety of other unskilled or semi-skilled retail and service-industry occupations.

The North Carolina minimum wage law applies only to establishments employing four or more employees. The original law was enacted by the 1959 General Assembly and has been amended repeatedly in subsequent legislative sessions to expand its coverage and to increase the required pay minimum. The original law set a wage floor of 75 cents an hour. This was raised gradually, over the years, to 85 cents, \$1.00, \$1.25, \$1.45, \$1.60, \$1.80, and now \$2.00.

CONSUMER PRICE INDEX

—U. S. City Average—

	1972	1973	1974	1975
July	125.5	125.5	148.0	162.3
(Increase from July, 1972 to July, 1975)				

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Introducing:

The New Management Team of the North Carolina Department of Labor

Thomas Avery Nye, Jr., North Carolina's new Commissioner of Labor who assumed office on September 18, has put together a new management team to assist him in implementing his aims and objectives for the Department of Labor.

Keith Clark, former Deputy Director of the North Carolina Office of Intergovernmental Relations, has been appointed Deputy Commissioner of Labor.

John Gibson, former Executive Vice-President of the North Carolina Jaycees, has been appointed Special Assistant to the Commissioner.

Susan Hutchins, former Personnel Officer for the N. C. Department of Commerce, has been appointed Personnel Officer for the Department of Labor.

Biographical sketches about these three of Commissioner Nye's aides will be found elsewhere in this issue.

Robeson Native

Commissioner Nye, 35, was born in Robeson County on May 3, 1940, son of Thomas Avery Nye (Sr.) and Annie Lee Watts Nye. Graduating from Orrum High School in 1957, Mr. Nye attended North Carolina State University in Raleigh, from which he graduated in 1963 with a Bachelor of Science degree in Industrial Management.

Following graduation, he worked as a sales representative for Virginia Electric and Power Company in Petersburg, Virginia. In 1964 he became Vice President of his family's construction firm, T. A. Nye & Sons, in Fairmont, in which capacity he worked until being appointed Commissioner of Labor.

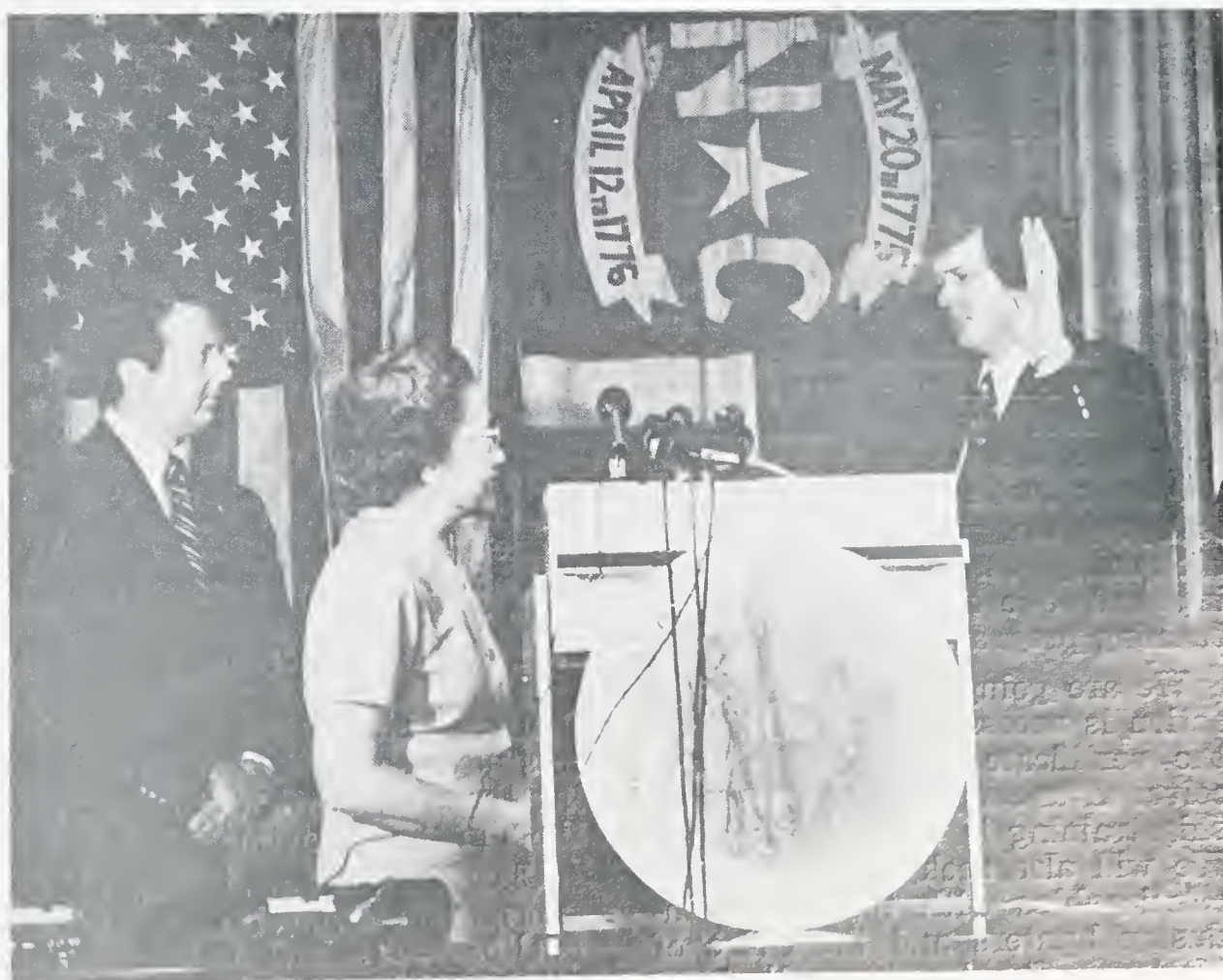
Mr. Nye has been very active in civic and public service affairs. A longtime member and promoter of the Jaycees in his home community, he was elected President of the North Carolina Jaycees, serving in 1971-72, and Vice President of the United States Jaycees, 1972-73. He received the Fairmont Jaycees' "Distinguished Service Award," the U. S. Jaycees' "Outstanding National Director Award," and a Senatorship in Jaycees International.

A member of the First Baptist Church of Fairmont, Commissioner

Nye also is a member of Fairmont Masonic Lodge No. 528, a former Vice President of the Fairmont Chamber of Commerce, and former Chairman of the Fairmont Alcoholic Beverage Control Board. He is a former member of the Carolinas Branch, Associated General Contractors of America, Inc., and of the Aircraft Owners and Pilots Association. His interests and hobbies include fishing, woodworking, electronics, reading and painting.

Mr. Nye was appointed by for-

(Cont'd on page 4)



NYE TAKES OATH OF OFFICE—T. Avery Nye, Jr., of Fairmont, North Carolina's first Republican Commissioner of Labor, was administered his oath of office on September 18 by N. C. Supreme Court Chief Justice Susie Sharp in ceremonies held in the old House chamber in the State Capitol. Nye was appointed by Governor James E. Holshouser to serve the unexpired term of the late Commissioner W. C. "Billy" Creel, who died in office on August 29.

From the Commissioner:

Aims and Objectives for the North Carolina Department of Labor

(Excerpts from Commissioner Nye's statement at press conference in Raleigh, October 10, 1975.)



Nye

The management task force which I appointed in September to review the operations of the Department of Labor has now completed its work. During the course of its deliberations, the task force re-

ported to me daily on its findings. The task force members identified well over one hundred program issues which they thought deserved attention by the Commissioner. These issues represented either problems to be solved, opportunities to be seized, or simply decisions that had to be made.

After consideration of the task force suggestions, as well as recommendations from others, I have outlined a series of priorities which the Department will focus on beginning immediately. The areas I have selected include:

Apprenticeship Training

In the past, our state apprenticeship training program has come under sharp attack from many quarters. This is one aspect of the Department that has been given very careful study. It is clear that we must make some changes in this program, geared to improving the quality of apprenticeship training and effective monitoring of training programs.

We are going to take whatever action is necessary to assure that the certificate an individual receives after completing apprenticeship training is worth something. We will also seek closer working relationships with the state's industry hunters and the Office of Manpower Services to see that our apprentices are being trained for positions which will meet the present and future needs of a growing economy.

Labor-Management Relations

In all actions we will seek to improve the relations between employees and employers, labor and management. We will be fair to both sides.

The Department is going to be more aggressive in developing and promoting its conciliation and arbitration services. We have certain statutory responsibility to provide conciliation and arbitration services and we intend to upgrade these services and make them available to labor and business. As a part of this effort, we will seek to add women and minorities to the North Carolina Arbitration Panel.

Program Review and Evaluation

I intend to initiate an ongoing process of program review and evaluation within the Department. This will provide us with current information on how well our programs are operating. We're not going to simply assume that what has gone on in the past will automatically proceed into the future. In order to be successful in achieving our goals, we must be able to document our effectiveness to the public and to the General Assembly. We're going to make every effort to do just this.

Personnel Management

This is an area which also deserves attention. I will be announcing soon the appointment of a personnel officer for the Department of Labor. There are several initiatives which we will begin working on in terms of personnel management. In cooperation with the Office of State Personnel, I hope to study the feasibility of upgrading the classification of some positions in the Department.

Classification revisions would be enormously helpful in recruiting qualified personnel for our technical positions, such as elevator inspector, and mine inspector. The personnel officer will also be responsible for establishing personnel procedures relating to recruit-

ment, employment, training, affirmative action, performance appraisal, and flextime. In all matters relating to personnel management the personnel officer will cooperate with appropriate division heads.

Engineer

I believe the Department could also benefit from the services of a top flight engineer to assist the Department in keeping abreast of technological advances. Thus, I will be announcing soon the appointment of such an engineer to serve as a special advisor on the technical operations of the Department.

State Mine and Quarry Inspections

The 1975 General Assembly passed a law which seeks to give the state the leading role in mine and quarry inspection, and to avoid duplication of state and federal efforts. We have already begun to discuss the implementation of this law with federal officials. We need the cooperation of federal authorities in order to achieve the concept embodied in our new law, and we will be making a major effort in this direction.

OSHA Program

There are three issues in our OSHA program that will receive a great deal of attention in the months ahead.

First, of course, will be our continued emphasis on maintaining a state-administered program. In order to be successful in this we must adhere to the letter and spirit of our state law, as well as the state plan which we file with the federal government. We shall follow the rules faithfully so that there will be no valid reason for a federal government takeover of this important function.

Second, we will begin shortly to establish an expanded organizational framework within the OSHA Division for dealing with OSHA compliance by public agencies.

(Cont'd on page 4)



VFW HONORARY APPRENTICESHIP HEAD—Jim Irvin (left), Director of the Labor Department's Apprenticeship Division, was presented a citation recently by Billy R. C. (center), Commander, Department of North Carolina, of the Veterans of Foreign Wars. The citation was given to Irvin "in recognition of his leadership and dedicated service to veterans of North Carolina through apprenticeship programs." State Labor Commissioner T. Avery Nye, Jr. looks on as Irvin receives the citation.

Susan R. Hutchins is New Personnel Officer



Mrs. Hutchins has served as Personnel Officer for the past year and a half.

Prior to being employed by the state, Mrs. Hutchins worked with two law firms, one in Raleigh for 17 months and one in Columbus, Georgia, for one month.

Born in Charlotte, Mrs. Hutchins is the daughter of Edgar D. Byers and Yvonne West Byers, who now reside in Raleigh. She graduated from high school in Hinesville, Georgia, in 1968, following which she attended Queens College, in Charlotte, from which she graduated, cum laude, in 1971 with a Bachelor of Arts degree in History and Political Science.

Mrs. Hutchins is a member of the Highland United Methodist Church in Raleigh, a member of

Phi Mu Alumnae Fraternity, and a member of the Queens College Alumnae Association.

Her other interests include music, skiing, ceramics and American history.

Mrs. Hutchins is married to Mickey Lee Hutchins, a native of Winston-Salem, and they live at 1216 Lockcarron Drive in Cary.

OSHA SEMINARS GIVEN FOR D.O.T. OFFICIALS

OSHA Seminars held in Greenville, Asheville and Asheville during October were attended by more than 350 officials and supervisors of the N. C. Department of Transportation.

The seminars were designed to provide the D.O.T. people with information needed to effectuate compliance with OSHA safety and health standards in that department's far-flung operations over the state. They were conducted by OSHA Division personnel of the N. C. Department of Labor, under the direction of Ray Boylston.

SAFETY ADVISORY BOARD MEETS IN WILMINGTON

The fall, 1975 meeting of the N. C. Department of Labor's Safety Advisory Board was held at the Wilmington Hilton in Wilmington on October 3.

For most members of the 23-man board, the occasion was their first meeting with Commissioner T. Avery Nye, Jr., who received his oath of office just two weeks prior to the meeting.

Also representing the Labor Department at the meeting were the Deputy Commissioner, all of the Department's division directors, two inspectors permanently assigned to the Wilmington area, and one OSHA Consultant from eastern North Carolina.

Commissioner Nye, who presided, expressed his appreciation to the board members for their assistance in helping to plan safety programs for North Carolina industry and talked briefly about his aims and objectives as Commissioner of Labor.

M. M. "Mac" Holliday, Safety Director for Weyerhaeuser Company at Plymouth, was introduced as a new member of the board and was presented a certificate of membership by Commissioner Nye.

The group viewed a series of five short safety films which are available for loan to industry from the Department's OSHA Division.

Highlight of the meeting was a panel discussion on "The Evaluation of a Safety Program," with OSHA Director Ray Boylston serving as moderator. Panel participants were four Safety Advisory Board members: Yates Drum, of Duke Power Company, representing utilities; Calvin Michaels, of Burlington Industries, representing textiles; Jack Pyburn, of Texasgulf, Inc., representing chemicals; and Hazel Ramsey, of Champion International, representing the paper industry.

The panelists described the various ways in which they measure and evaluate the effectiveness of their own plant safety programs, following which they answered questions from the group.

(Cont'd on page 4)

AIMS AND OBJECTIVES FOR DEPARTMENT OF LABOR

(Cont'd from page 2)

Third, we will reassess our OSHA policy with respect to enforcement strategy and adequacy of penalties. Voluntary compliance will continue to be our goal, but when voluntary compliance fails we will not hesitate to take the necessary enforcement actions.

Regulation of Private Employment Agencies

Few people realize that the Department has statutory responsibility for this function. I want to undertake a complete review of our statutory authority in this area and our program effectiveness. In addition, I plan to appoint some citizen representatives to our Advisory Board. At the present time, all members of this Board are associated with private employment agencies. The inclusion of people from outside the industry could bring some new insight to that Board's deliberations.

I believe that the vast majority of private employment agencies in North Carolina are operating in a correct and ethical fashion. But we must recognize that this is a field which is subject to infiltration by the shady operator. We must be prepared to protect both our citizens and our legitimate employment agencies from illegal and unethical operations.

Field Operations

A lot of the work of this Department is conducted out in the field, away from our Raleigh headquarters. This naturally presents some problems in the supervision and monitoring of these various field operations. Thus, we will be attempting to develop a system which will allow us to achieve better communication and coordination between our Raleigh office and our field activities.

Informational Services

One of the things I discovered even before I accepted the job as Commissioner is that not very many people understand the role of the Department of Labor. I shall make a concerted effort to inform

the public of the duties and responsibilities of this Department.

I want our people to understand how the labor laws and health and safety standards affect their lives. The people have a right to know this, and to know also how the Department is discharging its responsibilities. I want to cooperate with the representatives of the news media, and I'll take this opportunity to let the news media know that I welcome your advice and suggestions about how best to achieve this goal.

Administrative Procedure Act

The Administrative Procedure Act, passed by the 1973 session of the General Assembly, will have a major impact on the operations of the Department of Labor. Effective implementation of this act, requiring the codification and publication of administrative rules and regulations, will require a great deal of work. We're going to move full speed ahead on this project, and the final results should be beneficial in helping the citizens of the state understand the regulations under which the Department operates.

Statutory Revisions

In reviewing the statutes governing our activities, I found that numerous technical revisions are needed to bring the language and wording up-to-date. Therefore, I will appoint an in-house committee to work with the Attorney General's office in developing statutory revisions. I will offer these changes to the legislature at the earliest possible date.

These are some of the objectives I see us pursuing in the days and months ahead. This will be the first step in seeking the "new vision" which I spoke of in my swearing-in address.

SAFETY ADVISORY BOARD

(Cont'd from page 3)

Comprehensive reports were presented by the chairmen of the Board's standing committees on Safety Awards, Membership, and Special Industry Safety Programs. The reports were given by com-

mittee chairmen White Watkins, Hazel Ramsey, and Charles Shaw.

The reports dealt in detail with committee recommendations improving the safety awards program, facilitating communication between board members, and techniques for locating the trouble spots in particular industries regarding accident prevention.

Organized in 1946, the Safety Advisory Board is composed of safety professionals from representative Tar Heel industries. Members meet with Labor Department staff twice yearly to assist in long-range planning for reducing accidents and injuries in industry. An unofficial body, the members serve and provide their safety expertise without compensation to the state.

Board members are: Roy C. Patton, Kannapolis; F. Yates Drum, Charlotte; George G. Harty, Rocky Mount; William H. Holliday, Raleigh; Macon M. Holliday, Plymouth; A. Gerald Laukfor, Wilkesboro; Pete S. Lea, Lexington; Calvin A. Michaels, Greensboro; Lamar G. Miller, Thomasville; Colon Prestwood, Lenoir; John R. Pyburn, Aurora; Hazel W. Ramsey, Canton; Alvin R. Gastonia; William H. Rowland, Gastonia; Charles H. Shaw, Greensboro; Jerry L. Simmons, Winston-Salem; George Sloan, Wilmington; James F. Thrift, Winston-Salem; White G. Watkins, Greensboro; W. J. Watson, Kinston; Thomas F. Wheeler, Raleigh; J. A. White, Asheville; H. Williams, Eden.

NEW MANAGEMENT TEAM

(Cont'd from page 1)

mer Governor Robert W. Scott, a member of the Governor's Environmental Task Force, 1971, and a member of the Governor's Committee on Constitutional Amendments, 1972. In 1974 he was appointed by Governor Holshouser to membership on the Community and Economic Development Council.

Mr. Nye was married in 1960 to the former Flora Jean Freeman, of Robeson County. They have two children, Lisa, 13, and Tommy, 11. They reside at 807 Dogwood Street in Fairmont.

New Deputy Commissioner of Labor Has Background in State Government



Clark

LeRoy Keith Clark, Jr., 26, has been appointed by Commissioner Nye to serve in the Labor Department's No. 2 administrative job—that of Deputy Commissioner of Labor.

Clark succeeds former Deputy Commissioner Robert J. Dunnagan, who transferred to the Department's OSHA Division as Supervisor of OSHA Consultants.

Born in Fayetteville in 1949, Clark is the son of LeRoy Keith Clark (Sr.) and Fannie Mae McFarland Clark. He attended Anderson Creek School at Bumlevel and following graduation went to Appalachian State University at Boone, from which he graduated cum laude in 1972 with the degree of Bachelor of Science in Social Sciences.

While at Appalachian, Clark was selected for "Who's Who Among Students" each year, received the Outstanding Debater Award in 1970, Honors Convocation in 1970, served as Student Marshall in 1971, and participated in the Honors Student Teaching Internship Program, 1971-72.

After graduation, Clark was employed as Program Developer in his alma mater's Office of Student Development for two and a half years; and later as Community Services Consultant in Appalachian's Division of Regional and Community Services for ten months.

From April, 1973 to April, 1974, he served as Administrative Officer in the Department of Natural and Economic Resources, following which he was appointed Deputy Director of the Office of Intergovernmental Relations, N. C. Department of Administration.

The new Deputy Commissioner has served as a member of the

U. S. Environmental Protection Agency (Region IV) Youth Advisory Board and as Chairman in 1973.

A Republican, Clark is a member of the Executive Committee and the Central Committee of the North Carolina Republican Party; was a member of the College Republican National Committee in 1971 and 1972; and is a former Chairman of the N. C. Federation of College Republicans.

Clark was married in 1969 to the former Linda Ann Coats, of Wake County. They are the parents of one daughter, Kimberly Ann, 5. They reside at 455 Pebble Creek Drive in Cary.

While not engaged in his demanding administrative duties in connection with the Labor Department's nine operational divisions, Clark enjoys playing chess and backgammon. He is also an extensive reader in the social science and management training fields.

Special Assistant to Commissioner is Former N. C. Jaycees Executive



Gibson

John Allen Gibson, 34, newly appointed by Commissioner Nye to the post of Special Assistant to the Commissioner, comes to the Department of Labor with a varied background of experience in sales, staff management, and group promotional activity.

In his new job, Gibson will handle Commissioner's Nye's appointments schedule, serve as the Commissioner's liaison with other state, federal and private agencies and organizations, and work with the staff of the Department's Information and Publications Office.

A native of Chattanooga, Tennessee, Gibson was born in 1941, one of three sons of James and Katherine Gibson. His early education was received at Littlefield

High School, Lumberton, N. C., from which he graduated in 1958. In 1959-60 he attended the Carolina School of Broadcasting in Charlotte.

For four years, starting in 1958, Gibson worked as a sales representative for Gibson Sales Company, his family firm in Lumberton. For the next eight years, he was employed as a sales representative and staff manager for State Capital Life Insurance Company, first in Lumberton and from 1964-70 in Newton.

In July, 1970 Gibson was named to the post of Executive Vice President of the North Carolina Jaycees, with headquarters in Asheboro, in which capacity he served for five years prior to moving to Raleigh to take over the Labor Department's No. 3 position. Earlier, while working in Newton, he had been elected President of the Newton-Conover Jaycees, serving from 1968-70.

In recognition of his long and

active work in the Jaycees, Gibson has been honored with life memberships in the Newton-Conover Jaycees, the North Carolina Jaycees, and Jaycees International.

It was in consequence of their service together in top level positions in the Jaycees organization that Gibson and Commissioner Nye became close friends and working associates.

A Republican, Gibson is a member of the Lumberton Presbyterian Church, the Asheboro Jaycees, and the Newton Elks Lodge.

He was married in 1971 to the former Evelyn Moore Wilkinson, of Newton. They are the parents of a daughter, Shauna, 3, and a stepdaughter, Leslie White, 12. Gibson also is father of two children by a previous marriage, John Allen, Jr., 14, and Michelle, 12, both of whom live in Newton. Mr. and Mrs. Gibson live at 1800-G Generation Street in Raleigh.

Gibson's off-the-job interests include tennis and fishing.



THOMPSON-ARTHUR WINS AWARD—Deputy Commissioner of Labor Keith Clark (left) recently presented the Labor Department's "Certificate of Special Recognition" to officials of Thompson-Arthur Paving Company in Greensboro. Shown receiving the award are Thompson-Arthur Board Chairman and President John W. Thompson, Jr. (center), and Vice President Charles H. Shaw, Jr. Shaw is also a member of the Labor Department's Safety Advisory Board. The Certificate honors the company for having worked 1,310,847 employee hours without a disabling injury, from August 18, 1973 through August 24, 1975.

Report Now Available on Injuries and Illnesses

Complete and final reports on occupational injuries and illnesses in North Carolina for the years 1972 and 1973 are now available to interested persons from the N. C. Department of Labor.

The 58-page report for 1973 presents general and detailed data, by industry, on illnesses and injuries sustained by the Tar Heel labor force. The reports were prepared by the Labor Department's Research and Statistics Division, in cooperation with the U. S. Department of Labor's Bureau of Labor Statistics.

A total of 13,995 Tar Heel firms, including 3,383 manufacturing plants and 10,612 nonmanufacturing businesses, furnished information required under the Occupational Safety and Health Act, to

provide the statistical sample on which the reports are based. The sample covered 1,087,000 workers—82 per cent of all Tar Heel factory workers and 48 per cent of all nonmanufacturing employees.

The survey presents information on all "private sector" industries except railroads and mining, reporting the "incidence rate," or the number of injuries and illnesses per 100 full-time workers, for each industry.

For all private employment in North Carolina, the 1973 incidence rate of injuries and illnesses was 9.5—down about six per cent from the 1972 rate of 10.1.

Nationally, the incidence rate in private employment was 10.9 in 1972 and 11.0 in 1973.

North Carolina's 1973 incidence

rates for major industries group were: agriculture, forestry and fisheries, 6.7; construction, 15.5; manufacturing, 11.1; transportation and public utilities, 8.7; wholesale and retail trade, 7.5; finance, insurance and real estate, 2.5; and services, 4.1.

Among manufacturing industries, incidence rates were highest in primary metal industries (19.5), transportation equipment (18.3), clay and glass products (18.3), fabricated metal products (16.3), and lumber and wood products (16.4). Lowest manufacturing rates were in miscellaneous products (6.1) and publishing (6.1).

Interested persons may obtain copies of the reports by writing the OSHA State Office, P. O. Box 27407, Raleigh, N. C. 27611, or by calling the OSHA Information Branch at (919) 829-7900. There is no charge for the reports.

CONSUMER PRICE INDEX —U. S. City Average—

1972	1973	1974	1975
September 12.1	12.7	13.1	13.3
(Increase from September 1974 to September 1975)			

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